U.S. DEPARTMENT OF LABOR
Employment and Training Administration

NOTICE OF AVAILABILITY OF FUNDS AND FUNDING OPPORTUNITY ANNOUNCEMENT FOR: DOL Building Pathways to Infrastructure Jobs Grant Program

ANNOUNCEMENT TYPE: Initial

FUNDING OPPORTUNITY NUMBER: FOA-ETA-23-31

CATALOG OF FEDERAL DOMESTIC ASSISTANCE (CFDA) NUMBER: 17.268

KEY DATES: *The closing date for receipt of applications under this Announcement is 07/07/2023. We must receive applications no later than **11:59 pm Eastern Time.***

Submit all applications in response to this solicitation through https://www.grants.gov. For complete application and submission information, including online application instructions, please refer to Section IV.

This FOA has two closing dates. We must receive your application by 7/7/2023 to be considered for Round 1. Round 2 will open on 3/15/2024 and we must receive your application by 6/14/24 to be considered for Round 2. See Section II. Award Information for more information on Rounds 1 and 2.

A pre-recorded Prospective Applicant Webinar and Frequently Asked Questions (FAQ) document will be available at: https://www.dol.gov/agencies/eta/grants/apply/find-opportunities.

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EXECUTIVE SUMMARY

The Employment and Training Administration (ETA), U.S. Department of Labor (DOL, or the Department, or we), announces the availability of approximately $80,000,000 in grant funds authorized by the American Competitiveness and Workforce Improvement Act of 1998 (ACWIA), as amended (codified at 29 USC 3224a) for the DOL Building Pathways to Infrastructure Jobs Grant Program. Pending availability of funds, we intend to make approximately $200,000,000 total available over the multiple competitive rounds of funding for this DOL Building Pathways to Infrastructure Jobs Grant Program.

Purpose and Objectives
The DOL Building Pathways to Infrastructure Jobs Grant Program will invest in public-private partnerships to develop, implement, and scale worker-centered sector strategy training programs in H-1B industries and occupations critical to meeting the goals of the Bipartisan Infrastructure Law (BIL), formally known as the Infrastructure Investment and Jobs Act (IIJA), Pub. L. No. 117-58. The United States (U.S.) will need a skilled workforce to fill the good-paying jobs created by the BIL's historic investment—along with the Creating Helpful Incentives to Produce Semiconductors (CHIPS) and Science Act, Inflation Reduction Act (IRA), and American Rescue Plan. To maximize the impact of the BIL investment, this grant program will train job seekers in advanced manufacturing; information technology; and professional, scientific, and technical services occupations that support renewable energy, transportation, and broadband infrastructure sectors. These include occupations in the renewable energy and energy efficiency sectors; broadband expansion and smart city grids; and electrical, industrial, and civil engineers and technicians who facilitate the design, construction, modernization, and maintenance of the nation's infrastructure (See Section I.A. for further detail on possible training occupations and Appendix E for specific definitions). The DOL Building Pathways to Infrastructure Jobs Grant Program represents a down payment to meet the future skilled workforce needs for implementation of the BIL by investing in workforce partnerships that build equitable pathways to good infrastructure jobs. This grant program aims to develop and diversify the talent pipeline necessary to support the infrastructure sectors.

The DOL Building Pathways to Infrastructure Jobs Grant Program requires worker-centered sector strategies driven by strong and diverse partnerships of public and private sector entities to promote systems change and empower workers based on equity, skills, and innovation. Applicants must propose program models that are driven both by industry needs and worker voice. This means convening workers, unions and other worker organizations, and employers as industry experts to build committed partnerships with workforce development entities, community-based organizations, and training institutions. These partnerships will design quality training and work-based learning opportunities that support the renewable energy, transportation, and broadband infrastructure sectors.

As part of the overarching framework for this grant program, applicants will develop strong sector partnerships to design training and employment programs that are responsive to local and regional infrastructure sector demands in the proposed grant service area. As job growth and workforce needs fluctuate due to the social, economic, and technological factors of the evolving infrastructure sector, applicants are expected to utilize relevant labor market information (LMI) in a rapid and responsive manner, on an ongoing basis, to understand current and near-term infrastructure workforce needs with respect to in-demand occupations, skills, and credentials. Additionally, as the BIL investments are dispersed nationally over the next five years, awarded grantees must ensure their sector partnerships maintain awareness of these investments within their service areas and remain agile enough to develop the pipeline of skilled workers to rapidly support and leverage infrastructure sector job openings to facilitate quality job placements for the participants of these grants. To this end, awarded grantees must be able to regularly reassess labor market trends in the local and regional areas served by the proposed program to adjust to changing local and regional demand as a result of BIL investments. This will require strong sector partnerships that have timely and consistent feedback loops with key industry employer partners. Applicants should develop innovative, agile, short-term and long-term strategies to ensure they have the capacity and flexibility to effectively respond to changing local and regional demand through various phases of infrastructure projects.

Program Tracks

Applicants must choose one of the following tracks for this grant program: 1) Development Track: Developing and Implementing Local/Regional Worker-Centered Sector Strategy Programs; or 2) Scaling Track: Scaling Effective Worker-Centered Sector Strategy Programs.

Development Track
The goal of the Development Track is to establish local and regional partnerships that will develop and implement worker-centered sector strategy training programs in one or more infrastructure-related sectors. Applicants are expected to use evidence-based training strategies such as Registered Apprenticeship Programs (RAPs) and other recognized work and learn approaches (See Appendix E Key Definitions). Additionally, applicants may propose to implement innovative, otherwise unproven strategies and approaches to recruitment, education and training, and partnership development that support or complement the evidence-based strategies to further inform promising sector strategy models. The Development Track will target populations in smaller and/or rural communities, as well as historically marginalized, underrepresented, and underserved populations.

Scaling Track
The goal of the Scaling Track is to invest in established partnerships that have demonstrated

evidence of effectiveness in implementing a sector strategy training program in one or more infrastructure-related sectors. This demonstrated effectiveness should include supporting data that shows employment outcomes, wage progression, and other evidence of sector training program achievement. Applicants will broaden the geographic scope of their existing effective sector strategy training program and incorporate worker-centered sector strategies. This track requires project designs which utilize evidence-based training models (See Appendix E Key Definitions). Additionally, the Scaling Track will ensure that expansion efforts specifically target those populations that have historically been marginalized, underrepresented, and underserved within the identified sectors and communities.

Partnerships
Both tracks require public-private partnerships to develop worker-centered sector strategies that incorporate the following core principles into their grant project design: 1) strategies for ensuring diversity, equity, inclusion, and accessibility, both through the inclusion of targeted partners that are primarily minority-serving (such as institutions of higher education, community-based partnerships, and employer partners), as well as by prioritizing recruitment, training, and retention of a local workforce that is representative of the local community demographics, in particular historically marginalized, underserved, and underrepresented populations; 2) career pathways that lead to middle- to high-skilled employment; and 3) approaches for increasing job quality. These core principles will help ensure equitable access to in-demand, quality jobs that are responsive to local and regional employer needs. To embed strong worker voice into these grant projects, applicants should engage workers during the initial grant proposal development phase to align the program design with worker needs, as well as to affirm protection of their rights (including their right to freely and fairly organize unions and collectively bargain). The Department has resources that can help workers, employers, and other key partners to better engage with and support worker voice, as well as worker rights. As an example, the Department's Occupational Safety and Health Administration has a workers' rights resource page that provides key information to workers and employers on worker rights and protections. [1] More recently, the Department has launched the Worker Organizing Resource and Knowledge (WORK) Center to provide assistance with effective strategies for a program designed with worker voice in mind. [2] Successful applicants are expected to continue to engage with workers and incorporate worker voice into their program implementation throughout the grant period to ensure that the program successfully meets the worker needs that were identified in the grant proposal and to ensure that workers are truly at the center of the sector strategy.

Project Design
Applicants will design training programs in infrastructure-related industry sectors for good jobs in high-demand occupations that offer above-average pay and benefits for the applicable industry and service area, and opportunities to advance along a career pathway to middle- to high-skilled quality jobs. For the purposes of this FOA, middle-skilled occupations are generally those that require some significant education and training beyond high school (but less than a bachelor's degree) such as a recognized postsecondary credential or RAP. High-skilled occupations are generally those that require a bachelor's degree or higher.

Awarded grant projects will promote career pathways programs that offer a clear sequence, or pathway, of education coursework and/or training credentials recognized by employers. The

grant program requires a training model that includes work-based learning as a training option and allows for a variety of other training models including, but not limited to, classroom training, incumbent worker training, and RAPs. Applicants will assess and offer participants the appropriate training model to fit their needs. As discussed in Section I.E.3., applicants must develop a robust supportive services strategy to increase participation and retention of individuals in training programs. The supportive services offered should be informed by workers engaged in the project to ensure the training model is driven by the needs of workers.

Lead Applicants
Eligible lead applicants include:

- National or community-based nonprofit organizations targeting the advanced manufacturing; information technology; and/or professional, scientific, and technical services occupations that support the renewable energy, transportation, and/or broadband infrastructure sectors, which includes nonprofit, trade, industry, or employer associations representing these sectors;
- Labor unions, labor-management organizations, and worker organizations that represent workers in the identified industries or sectors;
- Workforce development entities involved in administering the public workforce system established under WIOA, including State and Local WDBs and Indian and Native American Program entities eligible for funding under WIOA Section 166 (29 U.S.C. 3221);
- Education/training providers including community colleges, Historically Black Colleges and Universities (HBCUs), Tribal Colleges and Universities (TCUs), and Minority-Serving Institutions (MSIs), which include Predominantly Black Institutions (PBIs), Hispanic-Serving Institutions (HSIs), Native American Non-Tribal Institutions (NANTIs), Alaskan Native or Native Hawaiian-Serving Institutions (ANNHI), and Asian American and Native American Pacific Islander-Serving Institutions (AANAPISIs), and others;
- Economic development agencies;
- Native American Tribal governments (Federally recognized); and
- State, county, and local governments, including cities and townships, and State Workforce Agencies (State government agencies that receive funds pursuant to the Wagner-Peyser Act (29 U.S.C. 49 et seq.) to administer the state's public labor exchange activities or the lead state agency responsible for the administration of WIOA title I activities).

Leveraged Investment
Although both tracks under this grant program support the goals of BIL, given the scale and scope of each track, the leverage and match requirements vary. The Department highly encourages public-private partnerships under the Development Track to contribute at least 15 percent of the total amount of requested funds as leveraged funds to support the grant project; and for the Scaling Track, public-private partnerships are required to secure at least 15 percent of the total requested funds in qualifying match to support the grant project. Given the breadth of infrastructure investments across the U.S., applicants under both tracks are encouraged to leverage Federal BIL funding as available, as well as other federal funds such as those from the Coronavirus Aid, Relief, and Economic Security (CARES) Act and the American Rescue

Plan. Applicants are also encouraged to leverage resources across state and local funding streams, the private sector, and philanthropic organizations. Applicants will position their projects to sustain sector strategy implementation and expansion efforts beyond the grant period of performance by engaging partners and aligning grant projects with broader workforce and BIL-related activities that will be implemented during the course of the grant period of performance.

Eligible Program Participants/Target Population
The DOL Building Pathways to Infrastructure Jobs Grant program is funded through a user fee paid by employers to bring foreign workers into the U.S. under the H-1B nonimmigrant visa program. To further meet the demand for skilled workers in high-growth industries and economic sectors, a portion of these fees have been set aside for H-1B Skills Training Grants to fund projects that provide training and related activities to workers to assist them in gaining the skills and competencies needed for employment in the H-1B industries and sectors. Depending on the availability of funding, this FOA may be used to award additional rounds of grants that build on the initial investments of BIL to support the anticipated workforce training needs over the next decade.

This grant program must serve participants who are at least 17 years old and not currently enrolled in secondary school within a local educational agency. Among the individuals eligible to receive training, those of particular interest include historically marginalized and underrepresented populations, including women (who are underrepresented in many key infrastructure occupations), people of color, justice-impacted individuals, individuals with disabilities, veterans, military spouses, transitioning service members, and other populations with employment barriers that hinder movement into career pathways that lead to middle- to high-skilled H-1B occupations.

Evaluation
The Department intends to conduct a national impact evaluation of the DOL Building Pathways to Infrastructure Jobs Grant program to determine effective worker-centered sector strategies for training workers in middle- to high-skilled occupations supporting renewable energy, transportation, and broadband infrastructure sectors. All successful applicants will be required to participate in this evaluation.

I. FUNDING OPPORTUNITY DESCRIPTION

A. PROGRAM PURPOSE

This announcement solicits applications for the DOL Building Pathways to Infrastructure Jobs Grant Program.

Program Purpose and Alignment with the Bipartisan Infrastructure Law (BIL) and Other Major Federal Investments
The purpose of the DOL Building Pathways to Infrastructure Jobs Grant Program is to fund public-private partnerships to develop, implement, and scale worker-centered sector strategy training programs that train and prepare the skilled workforce needed to meet the demands of the sizeable infrastructure investments made through the BIL. This grant program will expand the workforce partnerships necessary to build equitable pathways to good infrastructure jobs,

particularly for workers from underserved and underrepresented populations in the local/regional communities where these infrastructure projects are located, as well as within these occupations (such as women). On November 15, 2021, President Biden signed into law the historic Infrastructure Investment and Jobs Act (IIJA), Pub. L. No. 117-58, also referred to as the BIL. [3] The BIL is a once-in-a-generation investment to rebuild our roads, bridges, ports, and airports; upgrade public transit and rail systems; replace lead pipes to provide clean water; provide affordable, high-speed internet to every family in America and deliver cheaper and cleaner energy. [4]

Since the passage of the BIL, additional landmark pieces of legislation have also been passed that build upon the BIL's historic infrastructure investments, including the CHIPS and Science Act and the IRA. The CHIPS and Science Act will invest billions of dollars to strengthen American manufacturing; ameliorate supply chain issues; and increase national security by investing in the research, development, and technology in industries including nanotechnology, clean energy, quantum computing, and artificial intelligence. [5] This legislation also fully funds the CHIPS for America Act, providing $52.7 billion for American semiconductor research, development, manufacturing, and workforce development. [6] Between federal funding directly provided by the legislation and private investments indirectly spurred from those federal investments, tens of thousands of jobs will be created by the CHIPS and Science Act in manufacturing, construction, and technology. [7] The IRA will, among other goals, help advance environmental justice for historically underserved populations by reducing pollution, improving clean transit, making clean energy more affordable and accessible, and strengthening resilience to climate change. [8]

According to a 2022 study by the Political Economy Research Institute (PERI) at the University of Massachusetts Amherst, the IRA, together with the private investments this bill stimulates, will create over 9 million good jobs over the next 10 years. This includes nearly 5 million clean energy jobs, more than 900,000 clean manufacturing jobs, more than 400,000 clean transportation jobs, more than 900,000 jobs related to constructing efficient buildings, and about 150,000 environmental-justice related jobs. [9] In addition to the jobs this legislation will create, it will also sustain the millions of existing clean energy jobs across the country. [10] Further, the BIL's "Build America, Buy America" provisions and the IRA's domestic content requirements will promote the use of American-made iron, steel, construction materials, and manufactured products in federally-funded projects; these policies are driving a U.S. manufacturing boom which will contribute to high demand for the manufacturing workforce in the years to come. [11] [12]

Occupations
As part of the whole-of-government approach to the implementation of the BIL and other recent federal investments, this grant program will support advanced manufacturing; information technology; and professional, scientific, and technical occupations supporting renewable energy, transportation, and broadband infrastructure sectors, as described below:

Advanced Manufacturing
The BIL funds programs in the Departments of Transportation and Energy to expand access to clean energy to support President Biden's goal of 100 percent clean power by 2035, invest in the supply chain for batteries, and establish a national network of electric vehicle infrastructure. [13]

[14] These programs will remanufacture and overhaul trains to reduce emissions, ensure a viable domestic manufacturing and recycling capability to support a North American battery supply, and advance new solar energy manufacturing technologies and techniques. [15] To accomplish these goals, the U.S. workforce will need additional workers to fill advanced manufacturing jobs producing goods like batteries, semiconductors, electric vehicles, and solar panels, with occupations such as assemblers and fabricators, machinists, and electromechanical assemblers. According to the Economic Policy Institute, over ten years, these investments are projected to support an average of 175,000 jobs in manufacturing per year [16] (See Appendix A, H-1B Industries and Occupations).

Information Technology
The BIL also funds programs across the government to strengthen electric infrastructure against extreme weather and cyber-attacks, expand and improve the flexibility of our electric grid, and improve informational technology capabilities to boost supply chain resilience. [17] These programs will implement information technology advancements for supply chain analysis, logistics, system monitoring, industrial and manufacturing processes, and other purposes; bolster federal capabilities to ensure cybersecurity, infrastructure security, emergency communications, and risk management for all critical infrastructure sectors; and fund demonstration projects for connected vehicles, smart grids, and smart technology traffic signals. [18] These investments will support an average of 13,000 jobs in information technology per year [19], in occupations such as those to support smart grids, smart cities, fiber optic cabling and broadband infrastructure, cybersecurity, and advanced logistics. These occupations include, but are not limited to, software developers, network and computer systems administrators, and computer systems analysts (See Appendix A, H-1B Industries and Occupations).

Professional, Scientific, and Technical Services
The BIL will fund programs and projects that will require workers with a high level of expertise and training who provide knowledge and services to clients in areas such as engineering and specialized design services; computer services; and other professional, scientific, and technical services. [20] For example, these investments will require occupations such as train engineers, architects, building scientists, building energy permitting and enforcement officials, and building technicians in energy-efficient design and operation; fund comprehensive planning, engineering, design, and evaluation of public transportation projects; and pay for the operation and maintenance of navigation channels, navigation locks and dams, and structures to reduce the risk of flood and storm damage. [21] The BIL's historic infrastructure investments will support an average of 46,000 jobs in professional, scientific, and technical services per year over the next ten years, for occupations in electrical and electronics engineering, industrial engineering, civil engineering, and specialized technician occupations (See Appendix A, H-1B Industries and Occupations). [22]

Industry Sectors
Within each of the occupations described above, the DOL Building Pathways to Infrastructure Jobs Grant Program will target the following sectors:

Renewable Energy
The BIL invests over $65 billion to upgrade U.S. power infrastructure while expanding the use of renewable and clean energy, representing the largest investment in clean energy transmission

and grid in American history. [23] These investments support our nation's transition to renewable energy and present an opportunity to mitigate the climate crisis and promote environmental justice, particularly for disadvantaged communities that disproportionately experience the impacts of climate change. [24] In the spirit of promoting environmental justice through investing in clean energy jobs, applicants proposing project service areas that have transitioned or are currently transitioning away from a labor market dependence on fossil energy are encouraged to consider how to recruit and serve individuals in low- and moderate-income communities within these areas that have lost or anticipate losing jobs due to the displacement of fossil energy as part of their overall training strategy.

Transportation
The BIL invests billions of dollars to transform and modernize the way we move goods and people—from building a national network of EV charging infrastructure; to addressing a multibillion-dollar public transit repair backlog that includes more than 24,000 buses, 5,000 rail cars, 200 stations, and thousands of miles of track, signals, and power systems; and reducing congestion and emissions near ports and airports. [25] This legislation will invest $7.5 billion to build out a national network of 500,000 electric vehicle (EV) chargers to help facilitate the adoption of EVs. [26] This historic legislation is projected to create a per-year average of 17,000 jobs in EV infrastructure and 81,000 jobs in power infrastructure over the next decade. [27]

Additionally, this legislation includes the single largest dedicated investment in bridges in U.S. history and will help to repair thousands of bridges across the country. The legislation will fund key transportation programs, such as assessing, repairing, and improving the resiliency of our National Highway System; deploying, installing, and operating advanced transportation technologies to improve safety, mobility, and efficiency; researching highly automated vehicles and related technology; and transitioning to electric school buses, transit buses and even passenger ferries to reduce emissions. [28] These workers will not only repair the transportation infrastructure we have, but also imagine a new future by adapting and changing our infrastructure with evolving transportation modes, new technologies, and an eye towards a zero emissions future.

Broadband Infrastructure
The BIL provides $65 billion to ensure that all Americans can access reliable, high-speed internet, especially in rural and Tribal communities, which is increasingly necessary to apply for and maintain a job, attend school, and access critical resources like healthcare. [29] This investment will require individuals trained for jobs installing new broadband infrastructure in communities that still lack it, as well as maintaining the sustainability and security of this infrastructure over time. Over ten years, BIL investments are projected to result in a per-year average of 61,000 jobs in broadband infrastructure. [30]

Investing in Strategies for a Next Generation Workforce
These investments demand a next generation workforce ready to fill these jobs. The manufacturing, information technology, and professional, scientific, and technical services industry sectors are all among the top ten industries that are using H-1B visas to hire foreign workers. [31] The high demand for these occupations from foreign labor demonstrates the need to train our workers in these in-demand infrastructure-related fields.

1. **DOL Building Pathways to Infrastructure Jobs Grant Program Training Tracks**

The DOL Building Pathways to Infrastructure Jobs Grant Program's investments will support the creation of a talent pipeline to develop the skills of untapped labor pools, re-skill dislocated workers, and upskill workers to move into middle- to high-skilled quality infrastructure jobs created through the BIL by leveraging sector strategies (see Section I.A.2 below). To achieve the goals of the FOA, applicants are required to propose grant projects that address <u>one</u> of the following two training tracks. Both of these tracks are expected to serve historically marginalized and underserved populations and communities.

a. **Development Track: Developing and Implementing Local/Regional Worker-Centered Sector Strategy Programs**

The goal of the Development Track is to establish local and regional partnerships that will foster the implementation of an effective, worker-centered sector training program in one or more infrastructure-related sectors. Applicants should design their worker-centered sector training programs to include paid work-based learning strategies that are evidence-based, such as Registered Apprenticeship Programs and On-the-Job Training (OJT), among others (See Section E. Program Design and Allowable Activities). Additionally, in an effort to foster innovation, applicants may also propose untried, untested strategies and models, and provide an explanation for why they believe these innovative approaches may benefit the proposed service model and identified service area.

For the purposes of this FOA, applicants must develop and implement programs in local or regional service areas that are responsive to employer demand, and that target H-1B occupations and sectors which are experiencing strong growth. Applicants must design programs that support equitable participation and growth of sector-based partnerships. This may include developing sector partnerships in any of the following scenarios to address employer and industry demand:

- Brand new sector partnerships (i.e., the partnership is newly formed to address the sector and employer needs with all partner organizations newly connected under the proposed sector strategy) that seek to implement and operate in a local/regional area where they do not currently exist;
- Partially established sector partnerships (i.e., some, but not all, of the necessary partners have been engaged in related work and are committed to supporting the sector partnership) that are already operating in the proposed local/regional service area; or
- Fully established sector partnerships (i.e., all necessary partners are engaged in related work and are committed to supporting the sector partnership) that are not already operating in the proposed local/regional area.

These partnerships must create inclusive career pathways and meet employer and industry workforce needs through local and regional workforce training programs (as defined in Section I.D. Geographic Scope) that serve historically marginalized, underrepresented, and underserved populations and communities. To that end, the Department strongly encourages applications from institutions that have not previously been awarded an H-1B grant from DOL as a lead applicant and also encourages applications that include smaller and/or rural communities (See Appendix E Key Definitions).

Applicants will establish collaborative industry and worker partnerships in which they conduct outreach to and convene stakeholders; conduct asset mapping and analysis; assess the

local/regional strengths, weaknesses, and opportunities for an infrastructure workforce; and develop and implement plans to recruit, train, and retain individuals in their target industry sector(s) in the local or regional community. Grant projects under this track will establish career pathways in the proposed sector-based initiative that focus on the skills, competencies, and credentials needed for good-quality infrastructure-related jobs within the targeted H-1B industries and occupations. See Section I.E. for a description of program design requirements and allowable activities.

b. **Scaling Track: Scaling Effective Worker-Centered Sector Strategy Programs**

The goal of the Scaling Track is to invest in established partnerships that have demonstrated effectiveness in implementing sector strategy training programs in one or more infrastructure-related sectors. Applicants will scale an existing model that has supporting data with respect to employment outcomes, wage progression, and sustainability to demonstrate the effectiveness of the model. Successful applicants under this track will substantially increase the geographic area served by their existing model (e.g., scaling a currently successful statewide sector training program to a national level, which is defined in Section I.D. Geographic Scope).

Applicants will design their training programs to include evidence-based training models and will strategically scale their programs in ways that meet the needs of employers in the targeted service area(s). Applications for this track must include documentation of past success and must demonstrate why and how broadening the geographic scope of their proposed training model will build a pipeline to a greater number of worker-centered, quality infrastructure jobs. The Department considers applicants to be well-positioned to scale training programs if the application demonstrates evidence that the lead applicant has experience implementing strong, effective, and adaptable sector training programs and provides evidence of robust and committed partnerships across all the proposed service areas. See Section I.E. for a description of program design requirements and allowable activities.

2. **Worker-Centered Sector Strategies**

The DOL Building Pathways to Infrastructure Jobs Grant Program is designed to ensure workers are at the center of the grant program's training and employment strategies. This grant program will advance the Administration's job quality priorities while emphasizing the principles of worker-centered sector strategies. A sector strategy is a systems approach to workforce development that involves a public-private partnership of multiple employers within an industry sector, that brings together educational institutions; economic development agencies; workforce development systems; and labor, worker, and community organizations to identify and collaboratively meet the workforce needs of that industry sector within a given economic region(s).

Applicants must propose worker-centered training programs that are industry-driven and responsive to local and regional infrastructure sector demands in the proposed service area. These grants will meet industry needs while also engaging workers to create training programs that provide quality jobs. For example, this may include ensuring adequate staffing, offering family-sustaining wages and career pathway progression, requiring robust safety and health protocols, offering quality worker benefits (such as health insurance, paid leave, and retirement) and supporting recruitment and retention practices that promote diversity, equity, inclusion, and accessibility. This also should include, whenever possible, collaboration with unions and worker

organizations to develop and deliver training and/or providing supervised work-based learning. Training programs must be designed to address the evolving local and regional infrastructure sector demands as BIL investments gain traction across the country. Applicants must demonstrate that the proposed sector partnership has the capacity to quickly respond to emerging workforce needs to develop the pipeline of skilled workers to rapidly support and leverage infrastructure sector job openings.

As a strategy for embedding strong worker voice into these grant projects, applicants should engage workers during both the initial grant proposal development phase and the grant implementation phase. This will help to ensure that workers are an active and engaged voice in the training design and that the training aligns with worker needs, as well as to ensure that their rights (including their right to freely and fairly organize unions and collectively bargain) are protected. Studies show that worker-centered sector strategies, such as California's High Road Training Partnership (HRTP) model, can provide marginalized workers with pathways to quality jobs, while employers benefit from a skilled workforce and increased market competitiveness. [32] The worker-centered approach ensures that workforce development and employment opportunities are accessible to and shaped by communities of color and low-paid workers and offer quality jobs with family-sustaining wages and benefits, that workplaces are safe and healthy, and that workers have agency and voice and are treated with dignity and respect. [33]

Worker-centered sector strategies promote systems change and worker power to build an economy based on equity, skills, innovation, and shared prosperity in which:

- Workers gain access to the appropriate training programs to help them achieve success on the job and advance along a career pathway to quality jobs and careers;
- Employers gain a high-performing workforce that improves productivity, service quality, and market competitiveness;
- Worker organizations and unions set industry standards and offer higher wages when workers are training to meet employers' needs; and
- Communities become more resilient by working alongside labor and worker organizations and employers to develop recruitment pipelines, equitable employment opportunities, and other worker-centered systems that empower communities. [34]

Through this grant program, DOL will advance worker-centered sector strategies that engage workers, worker organizations, unions, or labor-management partnerships; employers; workforce development entities; training entities; and community organizations to create strong and sustainable partnerships that collaboratively address local or regional economic needs in real-time. This collaboration will create an ecosystem of economic prosperity that is grounded in three core principles: (1) diversity, equity, inclusion, and accessibility; (2) career pathways; and (3) job quality.

a. **Core Principle 1: Strategies for Ensuring Diversity, Equity, Inclusion, and Accessibility and Prioritizing Recruitment, Training and Retention of a Local Workforce**

Ensuring diversity, equity, inclusion, and accessibility (DEIA) is a fundamental principle of worker-centered sector strategies. Worker-centered sector strategies create pathways to economic prosperity for those who have been historically marginalized by discrimination, economic

exclusion, and exploitation, including people of color, justice-impacted and/or housing insecure individuals, as well as women, people with disabilities, immigrants, and other populations who experience economic and social inequities in the applicable service area. [35] These strategies focus on systems change to address inequities, and efforts to improve DEIA are an ongoing process.

The DOL Building Pathways to Infrastructure Jobs Grant Program will ensure equitable opportunities for federal funding by 1) encouraging applications from organizations and institutions that serve historically marginalized, underrepresented populations and underserved communities; and 2) encouraging applicants to prioritize and recruit participants from these local underserved and underrepresented communities so that workers trained for infrastructure projects are both representative of and from the (geographic) communities where these projects are located. This supports a place-based model of economic transformation while focusing on a specific in-demand sector.

On February 16, 2023, President Biden issued Executive Order 14091, *Further Advancing Racial Equity and Support for Underserved Communities Through the Federal Government*— building upon Executive Order 13985, *Advancing Racial Equity and Support for Underserved Communities Through the Federal Government.* [36] The term "equity" means the "consistent and systematic treatment of all individuals in a fair, just, and impartial manner, including individuals who belong to communities that often have been denied such treatment, such as Black, Latino, Indigenous and Native American, Asian American, Native Hawaiian, and Pacific Islander persons and other persons of color; members of religious minorities; women and girls; LGBTQI+ persons; persons with disabilities; persons who live in rural areas; persons who live in United States Territories; persons otherwise adversely affected by persistent poverty or inequality; and individuals who belong to multiple such communities." [37] The term "underserved communities" refers to "those populations as well as geographic communities that have been systematically denied the opportunity to participate fully in aspects of economic, social, and civic life, as defined in Executive Orders 13985 and 14020." [38]

Applicants must propose strategies that advance equity and embed these strategies in the grant program design to build equitable pathways into the target infrastructure-related industries and occupations that have historically lacked it. Applicants should be intentional and proactive in designing programs and strategies that ensure the greatest levels of equity. This includes demonstrating how the proposed program will be developed with the input of impacted workers, worker organizations, or labor-management partnerships; incorporates the lived experience of historically marginalized or underrepresented populations; prioritizes local targeted hires from these communities; and utilizes recruitment and supportive services that attract, retain, and advance historically marginalized and underrepresented populations in the infrastructure-related occupations within their service areas.

The applicant should explain the extent to which project activities will be located in and benefit underserved communities. Strategies that advance DEIA may include, but are not limited to:

- Identifying Minority Business Enterprises, Minority-Owned Businesses, Woman-Owned Businesses, Veteran Owned Businesses, businesses owned by people with disabilities, and small businesses to include as employer partners;

- Collaborating with HBCUs, TCUs, and MSIs, including PBIs, HSIs, NANTIs, ANNHIs, and AANAPISIs as education and training partners;
- Identifying partners that work with specific underrepresented populations, such as women (and in particular, supporting women to enter nontraditional infrastructure occupations), people of color, justice-impacted individuals, individuals with disabilities, and other populations with employment barriers that hinder movement into career pathways leading to middle- to high-skilled H-1B occupations;
- Engaging with unions and worker organizations to identify, recruit, and serve underrepresented populations, as well as to collaboratively address their training needs and to identify on-the-job peer mentors with shared characteristics;
- Activities that ensure program services are accessible to all in terms of language and ability;
- Activities that ensure workers who do not have the educational prerequisites and/or experience to enter jobs and/or training programs are given the services and resources needed for them to successfully enter and complete workforce training; and
- Instituting anti-harassment and anti-discrimination workplace programs and trainings that promote inclusive, respectful, and welcoming workplaces.

b. **Core Principle 2: Career Pathways**

Career Pathway programs integrate academic and occupational skills training aligned with employer-validated work readiness standards and competencies. The clear sequence of coursework and/or credentials allows progression through a variety of postsecondary credentials that demonstrate marketable skills in various occupations within an industry sector. Worker-centered sector strategies incorporate career pathways strategies by aligning education and training programs with industry needs. They represent a strategic approach to building employer-driven, regional talent pipelines by addressing skill gaps and creating meaningful career pathways to quality jobs for diverse workers in important regional industries. A key goal of utilizing a career pathways approach is to enable entrance or career advancement in the infrastructure-related workforce and support continued wage progression as skills and credential attainment increases.

Under this FOA, training along a career pathway may start with entry-level occupations but must lead to employment and and/or advancement into in-demand middle- to high-skilled occupations in advanced manufacturing; information technology; and/or professional, scientific, and technical occupations supporting renewable energy, transportation, and/or broadband infrastructure sectors. Career pathways must be sector-focused and incorporate the needs and hiring opportunities of employers within a specific industry sector, and provide planned and sequenced coursework, training, and/or work experience that leads to attainment of recognized postsecondary credentials.

This grant program seeks to advance strategies that support participants entering and progressing in career pathways programs leading to good-quality in-demand jobs in middle- to high-skilled infrastructure-related occupations. DOL's 2021 Career Pathways Descriptive and Analytical Project provides insight into workers' actual economic prospects and pathways over three-, five-, and ten-year time periods, how workers move through job clusters, and how they experience wage growth. [39] It identifies shared characteristics of "launchpad" occupations—occupations

from which workers go on to experience higher-than-average wage growth—across sectors. [40] The project studied programs that use career pathways strategies as a workforce training model and found that "on average the career pathways approach led to favorable impacts on educational progress and some labor market outcomes…Specifically, the career pathways approach increased educational progress and increased employment in the industry trained for." [41]

Applicants must propose projects that describe the infrastructure-related career pathway; identify entry and exit points; describe credential attainment (e.g., certificate, certifications, license, or degrees); and outline the expected employment outcomes, including wages and increased roles and responsibilities. Applicants must develop career plans that directly align with the current and planned infrastructure projects in the proposed target area and how the grant will help participants navigate and assess their various career pathway options, including identifying skills and competencies needed for those occupations, and describing how the education and training provided will assist individuals in moving along a career pathway within infrastructure-related occupations.

c. **Core Principle 3: Approaches for Increasing Job Quality**

Job quality is an essential component of worker-centered sector strategies. In 2022, the Departments of Labor and Commerce published The Good Jobs Principles to foster a shared federal vision of job quality. As directed below, applicants must factor each of these Principles into their applications. These Principles describe good-quality jobs that pay family-sustaining wages and provide wage progression, benefits, access to paid leave, opportunities for career advancement through training and education and, to the strongest extent possible, a platform for worker voice to support all workers and ensure fair pay and safe working conditions. Under the worker-centered sector strategies framework, quality jobs have the potential to transform workers' lives and create a more equitable economy. Good jobs are "the foundation of an equitable economy that lifts up workers and families and makes businesses more competitive globally. They allow everyone to share in prosperity and support local communities and the entire U.S. economy. Workers know the value of a good job that provides stability and security for them and their families. Many companies recognize that providing good-quality jobs – that make them an employer of choice – creates a clear competitive advantage when it comes to recruitment, retention, and execution of a company's mission." [42]

To effectively undertake a worker-centered sector strategy approach, applicants for this grant must embed job quality into their program design to ensure meaningful impact on, and benefit to, the infrastructure-related workforce. To support an increase in job quality for infrastructure-related occupations, the DOL Building Pathways to Infrastructure Jobs Grant Program will require applicants to incorporate the eight Good Jobs Principles, described below. Additionally, the Department provides examples below each principle for how each may be considered and addressed:

1. *Recruitment and Hiring:* Qualified [job] applicants are actively recruited – especially those from underserved communities. Applicants are free from discrimination, including unequal treatment or application of selection criteria that are unrelated to job performance. This includes minimizing the use of screening and evaluation criteria that could disadvantage the candidacy of persons with disabilities and other barriers that disproportionately affect historically marginalized populations, such as requiring a

driver's license absent a showing that the requirements are job-related and consistent with business necessity. Applicants are evaluated with relevant skills-based requirements. Unnecessary educational, credentials, or experience requirements also are minimized.

- **Examples of approaches that support this Good Jobs Principle may include, but are not limited to:**
    1. Hiring strategies meant to counter conscious and unconscious biases.
    2. Screening practices that do not eliminate individuals based on degrees.
    3. Applicant or partner employer efforts to recruit from communities underrepresented in the workforce that take into account cultural competencies that relevant to these populations' history attaining and retaining jobs.

2. *Benefits:* Full-time and part-time workers are provided family-sustaining benefits that promote economic security and mobility. These include health insurance, a retirement plan, workers' compensation benefits, work-family benefits such as paid leave and caregiving supports, and others that may arise from engagement with workers. Workers are empowered and encouraged to use these benefits.

- **Examples of approaches that support this Good Jobs Principle may include, but are not limited to:**
    1. Partner employer benefits pamphlets.
    2. Typical benefits provided for competitive employment opportunities in the project's target occupation(s).
    3. Other materials or information indicating the project aligns with this Principle.

3. *Diversity, Equity, Inclusion, and Accessibility:* All workers have equal opportunity. Workers are respected, empowered, and treated fairly. DEIA is a core value and practiced norm in the workplace. Individuals from underserved communities do not face systemic barriers in the workplace. Underserved communities are those that include persons adversely affected by persistent poverty, discrimination, or inequality, including Black, Indigenous, people of color; LGBTQ+ individuals; women; immigrants; veterans; individuals with disabilities; individuals in rural communities; individuals without a college degree; individuals with or recovering from substance use disorder; and justice-impacted individuals.

- **Examples of approaches that support this Good Jobs Principle may include, but are not limited to:**
    1. Partner employers' anti-harassment policies and trainings.
    2. Materials indicating how partner employers or employer occupation(s) have addressed barriers to the employment and career progression of individuals from underrepresented communities.
    3. Other materials or information indicating the project aligns with this Principle.

4. *Empowerment and Representation:* Workers can form and join unions. Workers can engage in protected, concerted activity without fear of retaliation. Workers contribute to decisions about their work, how it is performed, and organizational direction.

- **Examples of approaches that support this Good Jobs Principle may include, but are not limited to:**
    1. Collective bargaining agreements entered by partner employers.

2. Partner employers' commitments to labor peace.
3. Partner employers' policies for responding to and incorporating employee feedback.
4. Project labor agreements, community workforce agreements, or other agreements covering work in the targeted occupation(s) in the planned service area.
5. Other materials or information indicating the project aligns with this Principle.

5. *Job Security and Working Conditions:* Workers have a safe, healthy, and accessible workplace, built on input from workers and their representatives. Workers have job security without arbitrary or discriminatory discipline or dismissal. They have adequate hours and predictable schedules. The use of electronic monitoring, data, and algorithms is transparent, equitable, and carefully deployed with input from workers. Workers are free from harassment, discrimination, and retaliation at work. Workers are properly classified under applicable laws. Temporary or contractor labor solutions are minimized.

- **Examples of approaches that support this Good Jobs Principle may include, but are not limited to:**
    1. Partner employers' employee handbooks and other human resource practices.
    2. Partner employers' policies on electronic surveillance or typical policies for the target occupation(s) and how the applicant will engage those policies.
    3. Other materials or information indicating the project aligns with this Principle.

6. *Organizational Culture:* All workers belong, are valued, contribute meaningfully to the organization, and are engaged and respected especially by leadership.

- **Examples of approaches that support this Good Jobs Principle may include, but are not limited to:**
    1. Media reports on widely adopted practices that foster healthy workplace cultures in the target occupation(s).
    2. Partner employer commitments and policies promoting healthy workplace cultures.
    3. Labor peace or union engagement.
    4. Other materials or information indicating the project aligns with this Principle.

7. *Pay:* All workers are paid a stable and predictable living wage before overtime, tips, and commissions. Workers' pay is fair, transparent, and equitable. Workers' wages increase with increased skills and experience.

- **Examples of approaches that support this Good Jobs Principle may include, but are not limited to:**
    1. Partner employers' pay schedules and career ladders.
    2. Average salaries for new hires in the target occupation(s).
    3. Information about the cost of living in the service areas.
    4. Other materials or information indicating the project aligns with this Principle.

8. *Skills and Career Advancement:* Workers have equitable opportunities and tools to progress to future good jobs within their organizations or outside them. Workers have transparent promotion or advancement opportunities. Workers have access to quality employer- or labor-management-provided training and education. [43]

- **Examples of approaches that support this Good Jobs Principle may include, but are not limited to:**
    1. Career ladders or schedules and criteria for regular opportunities for promotion.
    2. Skills training opportunities.
    3. Other materials or information indicating the project aligns with this Principle.

3. **National Evaluation**

The Department believes that successful projects can develop evidence on effective workforce education and training strategies in renewable energy, transportation, and broadband industry sectors that can be replicated broadly. To facilitate this replication, the Department will conduct a national impact evaluation of the DOL Building Pathways to Infrastructure Jobs Grant projects to inform workforce development policy and advance DOL's mission to help the nation's employers and workers. Grantees must agree to participate in the national evaluation as a condition of their award.

B. PROGRAM AUTHORITY

Section 414(c) of the American Competitiveness and Workforce Improvement Act of 1998 (ACWIA), as amended (codified at 29 U.S.C. 3224a) authorizes this program. These grants are financed by a user fee paid by employers to bring foreign workers into the U.S. under the H-1B nonimmigrant visa program.

C. TARGET INDUSTRIES AND OCCUPATIONS

The DOL Building Pathways to Infrastructure Jobs Grant Program will fund projects that propose to develop a skilled workforce leading to or supporting middle- to high-skilled career pathways in advanced manufacturing; information technology; and professional, scientific, and technical occupations that support renewable energy, transportation, and broadband. Applicants must select the Development Track or the Scaling Track and may propose grant projects that support occupations in one or more of these industry sectors.

The Federal government's effort to transform the nation's infrastructure must also include a commitment to training individuals, including those from historically marginalized, underserved, and underrepresented communities, to obtain good-quality jobs. Career pathways identified in application proposals must lead to good-quality jobs. For the purposes of this FOA, good-quality jobs are jobs that pay sustaining wages with wage progression, benefits, access to paid leave, opportunities for career advancement through training and education, adequate staffing, safety and health protections, nondiscriminatory and harassment-free workplaces that promote DEIA and, to the strongest extent possible, a platform for worker voice that supports all workers and ensures fair pay and safe working conditions. Applicants should provide evidence that the jobs their programs will train participants for are on a career pathway to good-quality jobs (such as providing above-average pay, benefits, classification as employees, permanent jobs, predictable schedules). Considering these priorities, applicants must demonstrate that their proposed career pathways align with the skills and needs of their service area(s) and the target population(s), with an emphasis on those from historically marginalized and underrepresented populations.

Although program participants may have varying levels of skills upon enrollment in the DOL Building Pathways to Infrastructure Jobs Grant Program, applicants must design new programs

or expand existing programs, depending on the selected track, to build participants' skills, so they are prepared to be placed in the target occupations and sectors. See Appendix A for a list of H-1B industries and occupations that are allowable. Applicants may choose to target a specific H-1B occupation(s) outside of advanced manufacturing; information technology; and professional, scientific, and technical occupations for which a significant number of H-1B visas has been certified, even if that occupation is not identified in Appendix A. If this occupation is not within the H-1B industries identified in Appendix A, the application must provide data showing that the proposed occupation is one for which a significant number of H-1B visas have been certified and demonstrate that this occupation is related to renewable energy, transportation, and/or broadband. Applicants must use verifiable data to make this demonstration, such as data provided by [DOL's Foreign Labor Certification Data Center](). Applicants may propose to train for more than one H-1B occupation.

D. GEOGRAPHIC SCOPE

 The geographic scope is the physical service area in which awarded applicants will serve participants. Applicants must identify the geographic scope of the proposed project:

- **Local/regional** means serving part or all of an economic region within one state or a contiguous economic region that may cross more than one state. This also includes Economic Development Districts (EDD) as recognized by the Department of Commerce's Economic Development Agency ([https://eda.gov/edd/]()).
- **Statewide** means serving an entire state or multiple non-contiguous economic regions or EDDs within one state.
- **National** means serving multiple economic regions or EDDs in multiple states. The service area does not need to be contiguous.

Economic regions are defined primarily by the movement of goods, capital, labor, consumption, and other economic forces within a geographic area. Defining an economic region involves identifying the surrounding area, communities, counties, and municipalities that have similar industry and employment characteristics, looking beyond traditional political boundaries, and identifying the workforce needs of the identified areas.

Applicants must choose one of the two grant program tracks identified in Section I.A. and described further below.

Development Track: **Developing and Implementing Local/Regional Worker-Centered Sector Strategy Programs**

Applicants who select the Development Track must 1) establish a program within **one** identified local/regional service area; 2) explain how their proposed training model both leverages evidence-based training strategies and implements innovative and unproven strategies to support the proposed sector strategy model; and 3) describe the partnership status prior to the submission of the application (i.e., new partnership, partially established partnership, or fully established partnership).

Note that Development Track applicants may only recruit and serve participants in the proposed

local/regional service area. Development Track applicants may choose to focus on one or more infrastructure sector(s) (renewable energy, transportation, or broadband).

Scaling Track: Scaling Effective Worker-Centered Sector Strategy Programs

Applicants who select the Scaling Track must 1) demonstrate that they have operated or are currently operating an effective sector training program and provide supporting documentation; 2) explain how their proposed training program leverages evidence-based training models; and 3) broaden the geographic scope of its implementation in one of the following ways:

- Scale an existing local/regional model to an entire economic region or EDD;
- Scale an existing local/regional model to a statewide geographic scope;
- Scale an existing statewide model to a national geographic scope; or
- Further scale a current national model that encompasses multiple economic regions or EDDs into additional states.

Applicants who select the Scaling Track must identify the service area the program is currently operating in <u>and</u> the additional service area(s) or economic regions/EDDs the program will scale to over the grant period of performance. Additionally, applicants who select the Scaling Track may only recruit and serve participants within the identified service area(s).

Scaling Track applicants may choose to focus on one or more infrastructure sector(s) (renewable energy, transportation, or broadband).

Smaller and Rural Communities

In both tracks, applicants that demonstrate in their application that they are serving smaller and/or rural communities as defined in Appendix E. Key Definitions will receive two priority consideration points toward their overall application score. The bonus points are not dependent on the number of smaller/rural community areas within the proposed physical service area.

Applicants may use the data provided through the Health Resources and Services Administration (HRSA) Federal Office of Rural Health Policy (https://www.hrsa.gov/rural-health/about-us/what-is-rural/data-files) to assist in documenting that the proposed service area includes smaller and/or rural communities.

E. PROGRAM DESIGN AND ALLOWABLE ACTIVITIES

The DOL Building Pathways to Infrastructure Jobs Grant Program will build a pipeline of skilled and diverse workers that will help the U.S. meet current and future demand for advanced manufacturing; information technology; and professional, scientific, and technical occupations supporting renewable energy, transportation, and broadband infrastructure sectors. Successful applicants will address the goals of the grant program by designing their grant projects from both (1) a strategic level, such as describing their planned activities for convening sector partnerships, assessing the workforce needs within a specific geographic scope, and devising a comprehensive workforce strategy; and (2) an operational level, such as incorporating in their plans how they will implement their comprehensive workforce strategy and deploy the training activities.

1. **Program Design**

Applicants must design and implement high-quality training programs that align with the needs of employers and industry arising from the BIL investments through either the Development Track or Scaling Track as outlined in Section I.A.1. While the scope and scale vary between these two tracks, all applicants must propose projects that incorporate the core program principles described in Section I.A.2.

The proposed training programs must support advanced manufacturing; information technology; and/or professional, scientific, and technical occupations in renewable energy, transportation, and/or broadband infrastructure sectors, and must include the following activities:

1. Developing or scaling sector partnerships of public and private sector entities and engaging employers, workers, labor, and education and training institutions in the adoption and deployment of employment and training services to address in-demand workforce needs in the proposed service area;
2. Incorporating worker voice into the development, implementation, and scaling of the training program as described in Section I.A.2;
3. Developing or scaling career pathways programs that emphasize the skills, competencies, and credentials needed for middle- to high-skilled H-1B occupations (such as incorporating battery manufacturing training into a current advanced manufacturing training program focused on solar panel manufacturing) that are aligned with industry and employer needs;
4. Offering high-quality training options (including work-based learning models) to prepare individuals to successfully move into high-quality jobs in middle- to high-skilled employment in H-1B occupations upon completion of such training;
5. Advancing diversity, equity, inclusion, and accessibility in the infrastructure workforce by recruiting, training, and expanding the pool of workers with transferrable, certified skills aligned with employer needs for good jobs—particularly recruiting and hiring women, people of color, justice-impacted individuals, individuals with disabilities, and other populations with employment barriers that hinder movement into career pathways leading to middle- to high-skilled H-1B occupations;
6. Emphasizing Registered Apprenticeship Programs (RAPs) as an earn and learn pathway and an equity strategy to break down barriers to infrastructure jobs for individuals without degrees;
7. Developing and implementing training program models (Development Track) or scaling established training program models (Scaling Track);
8. Prioritizing occupations and career pathways within the identified infrastructure sectors that are in high demand and offer above-average pay and benefits for the applicable industry and/or location, and opportunities for career advancement;
9. Providing intensive wrap-around supportive services to participants who need them, to ensure they can participate and complete the training program and enter good quality employment;
10. Offering proactive and comprehensive career navigation services to participants;
11. Developing a new, or leveraging an existing, system for reviewing and collecting participant data, and monitoring results to assess program performance;

12. Leveraging other private, federal, and state funding resources, including BIL resources; and
13. Institutionalizing the practice of worker-centered sector strategies by creating systemic changes, including through partnerships, policies, and procedures, to successfully sustain sector strategy models after the life of the grant.

2. **Training and Education Services**

Projects funded under this FOA will provide a range of training and education services that lead to middle- to high-skilled jobs in infrastructure-related occupations and sectors. An innovative mix of services will include assessment, coaching and counseling, supportive services, and occupational skills training that leads to recognized postsecondary credentials and/or employment. All projects must incorporate a strong worker-centered assessment component that allows for a customization of services and training to meet the needs of the program participants to get a quality job, retain their employment, or advance to a new position in the targeted sector.

Applicants should include robust, comprehensive, and customized paid work-based learning strategies, such as RAPs and pre-apprenticeship programs that articulate to RAPs during the grant period of performance, On-the-Job Training (OJT), incumbent worker training, paid internships, and other forms of paid work experience. Other allowable training strategies include classroom, competency-based, accelerated learning, and technology-based training strategies. Grantees are encouraged to leverage other sources of funding for training or supports, (e.g., utilizing Registered Apprenticeship funds, assisting participants in obtaining Pell grants for tuition, co-enrolling participants into Workforce Innovation and Opportunity Act (WIOA) programs for supportive services and non-duplicative skills training, utilizing other federal funds such as those from the CARES Act or American Rescue Plan), or leveraging other federally-funded employment or training programs such as those supported by the National Science Foundation and the Departments of Commerce, Education, Energy, Transportation, Veterans Affairs, and others, where appropriate. The intent of co-enrollment is to meet the full training and employment needs of program participants by leveraging the resources and services available through other funding sources, as well as to support the sustainability of the project through the use of diverse funding sources. Please note, grantees may not co-enroll participants into other DOL H-1B grant programs, including, but not limited to, Building Pathways to Infrastructure Jobs Grant Programs from the same or other rounds of funding.

Applicants may propose to use some or a combination of these strategies to meet the needs of employers and jobs seekers and allow flexibility for program delivery. Applicants may also incorporate innovative online training strategies and virtual service delivery models to ensure the effective delivery of services to diverse populations and communities.

Registered Apprenticeship Programs (RAPs)
Registered Apprenticeship is an industry-driven, high-quality career pathway validated by the U.S. Department of Labor where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, classroom instruction, and a portable, nationally recognized credential (29 CFR Part 29, Subpart A, and 29 CFR Part 30). Upon successful completion of all phases of work-based learning and related instructional components, apprentices receive nationally recognized credentials leading to long-term career opportunities.

Applicants proposing RAPs in states with federally recognized State Apprenticeship Agencies (SAAs) must include the SAA as a required grant partner.

Note: Any grant funds used for apprenticeships may be used only to support RAPs registered under the National Apprenticeship Act. For more information on RAPs, please visit http://www.apprenticeship.gov.

Pre-Apprenticeship Programs
For the purposes of this FOA, a pre-apprenticeship program is defined as a set of strategies designed to prepare individuals for entry into a RAP. Pre-apprenticeship programs differ from internships, job shadowing, externships, and co-ops that also offer individuals an opportunity to experience firsthand a profession or practice, but do not always engage in "real world" experiential learning. For the purposes of this FOA, pre-apprenticeship programs funded through this grant are allowable only when the pre-apprenticeships articulate to RAP(s) during the grant period of performance.

On-the-Job Training (OJT)
OJT, where a worker is trained in an occupation while working in that occupation, can bridge the divide between unemployment and employment by addressing the gap between an individual's experience and what is required for a particular occupation. Individuals who participated in OJT in the past have demonstrated improved labor market attachment and enhanced job tenure, as illustrated by higher rates of job placement and retention, as well as higher earnings. [44] [45] [46] OJT also offers participants a "learn and earn" training option, allowing individuals to learn new skills while earning a regular paycheck. OJT is distinguished from other types of workplace training, including customized training, in several ways:

- Participants are hired by an employer and earn wages during training;
- OJT is based on an individualized training plan that reflects the results of an individual skills assessment and analysis of job requirements;
- Training is conducted in the workplace under the direction of one or more of the employer's supervisory personnel; and
- The grantee reimburses the employer for the costs of the training, including the employer's cost of the time the participant spent training during their work time.

OJT has specific requirements explained in Section IV.E. Funding Restrictions. Incumbent workers are not eligible to participate in OJT.

Incumbent Worker Training
Incumbent worker training is allowable to meet the needs of employers and workers who need training to upgrade their skills to remain competitive in the workforce and advance along a career ladder. Incumbent worker training includes either:

1. Training developed in collaboration with an employer partner with which the individual is employed; or
2. Training for individuals who are employed at the time of enrollment by a non-partner employer, but who need additional training or upskilling to improve their opportunities

for middle- and high-skilled jobs in the targeted H-1B industries or occupations.

Incumbent worker training is offered to provide existing workers with the skills to move into advanced manufacturing, information technology, and/or professional, scientific, and technical services occupations related to renewable energy, transportation, and/or broadband. Applicants who work with employer partners to upskill their own workforce should develop incumbent worker training for these occupations in collaboration with the employers. This may also include customized cohort training to meet the needs of specific employers or groups of employers that have workers that require similar occupational skills training. As existing workers advance into higher-skilled positions via incumbent worker training, employers are encouraged to backfill those positions with unemployed and underemployed individuals, particularly those from historically marginalized and underserved communities, to ensure equity and opportunity in career pathways are part of the program design.

Under this FOA, it is the responsibility of the grantee or a designated grant partner to determine incumbent worker eligibility, and not the responsibility of the participating employer. Grantees or their designated grant partner must establish and document the eligibility of all participants, including incumbent worker participants.

Other Work-Based Learning Activities: Paid Work Experience and Paid Internships

Paid work experience is a planned and structured learning experience that takes place in a workplace for a limited period of time. For the purposes of this FOA, work experiences are required to be paid work experiences. The specific requirements of these paid work experience are detailed in Section IV.E. Funding Restrictions. Incumbent workers are not eligible to participate in paid work experience.

Paid work experience and paid internships are typically used to provide individuals exposure to the work environment of a particular occupation, but generally do not lead to recognized postsecondary credentials. For the purposes of this FOA, paid work experience or paid internships funded through this grant are allowable only when they lead to a recognized postsecondary credential or are supplemented with additional training leading to a recognized postsecondary credential or employment during the grant period of performance.

Paid internships provide a monitored or supervised work or service experience in a career field where the individual has intentional learning goals and reflects actively on what is learned throughout the experience. These learning goals can include academic learning, career development, and skill development. Internships are considered part of a structured program where the grantee establishes the criteria for determining who will participate in these programs and are set for a period of time that is generally limited in duration but may be flexible to allow interns to spend limited time in the classroom. Internships do not necessarily carry an offer of employment upon successful completion of the internship.

For the purposes of this FOA, internships are required to be paid internships. Under this FOA, paid internships have specific requirements, which are detailed in Section IV.E. Funding Restrictions.

Incumbent workers are not eligible to participate in paid internships.

Classroom, Competency-Based, Accelerated Learning, and Online Training Strategies
In addition to the types of work-based training previously listed, a variety of other types of training strategies may include, but are not limited to, classroom occupational training; distance learning; technology-based learning; or simulation training. All these strategies can be combined to accelerate credential attainment or program completion. Accelerated and competency-based training strategies can rapidly train participants efficiently and effectively for employment. They can include competency-based programs that give participants credit for skills they have already developed and allow participants to move through coursework based on mastery of skills or online programs that prepare individuals for jobs in advanced manufacturing, information technology, and/or professional, scientific, and technical services occupations supporting renewable energy, transportation, and/or broadband infrastructure sectors. Accelerated learning strategies may include, but are not limited to, the following:

- **Competency-based education (CBE) and assessment.** CBE is an outcomes-oriented approach in which student mastery of learning outcomes is assessed and certified through observational methods, such as task performance, exams, demonstrations, or other direct measures of proficiency. Credentials are awarded based on the mastery of specific competencies as demonstrated through performance-based assessments.
- **Credit for prior learning (CPL) and prior learning assessments (PLA)**. Often used interchangeably, these terms refer to a process that involves an evaluation of skills and knowledge acquired from prior coursework or outside the classroom (i.e., workplace) for the purpose of recognizing mastery against a given set of standards, competencies, or learning outcomes.
- **Integrated education and career-focused training programs that offer accelerated and contextualized remediation.** Contextualized remediation is instruction that embeds traditional academic content (e.g., reading, writing, mathematics) within technical coursework that is meaningful to students' daily lives and/or interests. This model often occurs in tandem with co-requisite or concurrent models of instruction, which involve simultaneous enrollment of students in remedial coursework and college-level coursework.
- **Stacked and latticed credentials**. These credentials can be earned in sequence and build upon previously learned content as individuals progress along a career pathway or up a career ladder. They allow individuals the ability to build a portfolio of credentials as they transition from learning to work or to different and potentially higher-paying jobs.

Other Activities
A wide range of activities may assist applicants in their efforts to establish new training models, expand existing programs, and offer employment and training services. Accordingly, applicants may propose to use grant funds to undertake additional activities designed to create an environment for employment and training opportunities, including, but not limited to, those listed in this section.

3. **Supportive Service Strategies**

Supportive services are those necessary to enable an individual to participate in and successfully complete education and training activities funded through this grant program and are a key component of successful worker-centered sector strategies. Examples of such services include, but are not limited to, childcare, dependent care, transportation, mental health counseling, books, academic fees, supplies, parking, printing, tutoring, licensing exam fees, professional dues, housing, and needs-related payments that are necessary to enable an individual to participate in education and training activities. Grantees may fund these services through various means, including providing the actual supportive service (e.g., childcare), providing participants with a voucher for the service (e.g., public transportation cards or tokens), or providing a stipend directly to the participant. ETA strongly encourages grantees to leverage partnerships with their local workforce boards and other programs for supportive services when a participant is eligible for human services, WIOA, or other programs, reserving grant funds for those participants who need support but are not eligible for other assistance. See Section IV.E.5.e. Use of Funds for Supportive Services.

A robust supportive services strategy is required as part of the proposed program design under the FOA. This means all grant projects must document in their project narrative, budget, and budget narrative that their application includes a supportive service needs assessment of all participants and procedures for the provision of supportive services for participants who need them. Up to 15 percent of grant funds may be used to provide supportive services for training participants, and supportive services may also be provided as a leveraged cost.

II. AWARD INFORMATION

A. AWARD TYPE AND AMOUNT

Funding will be provided in the form of a grant.

We expect the availability of approximately $80 million to fund 15-25 grants for the first round of funding. The Department reserves the right to change these amounts depending on the quantity and quality of applications submitted.

ETA intends to commit up to 50 percent of the total available funding to projects that develop local/regional worker-centered sector strategy programs (Development Track). Individual grant amounts for this track will range from $500,000 to $2 million.

ETA intends to commit the remaining funds for projects focused on scaling effective worker-centered sector strategy programs (Scaling Track). Individual grant amounts for this track will range from $2 million to $5 million.

Applicants may only apply for and propose grant projects under one of the proposed tracks identified in this FOA; either the Development Track or Scaling Track but not both. **Applications that propose both training tracks will be considered nonresponsive and will not be scored.**

Requests for funding must be commensurate with the scope and scale of the project. Applicants must propose to train a specific number of participants based on the size of the award requested and other considerations, such as the population of the proposed service area; local labor market

information and demand for advanced manufacturing, information technology, and/or professional, scientific, and technical services occupations related to renewable energy, transportation, and/or broadband infrastructure sectors; costs associated with providing the appropriate level of training to participants; credential requirements for employees in their service area; and the number of employers in the service area.

Awards made under this Announcement are subject to the availability of federal funds. Pending availability of funds, we intend to make approximately $200,000,000 total available over the multiple competitive rounds of funding for this DOL Building Pathways to Infrastructure Jobs Grant Program. The same FOA will be used for each round. The second round will open on 3/15/24 and close on 6/14/24. Applications for each round should be prepared and submitted following the requirements and processes outlined in this FOA. All awards made under the current Announcement are subject to the availability of federal funds. In the event that additional funds become available, we reserve the right in each round to use such funds to select additional grantees from applications submitted in response to this Announcement.

Successful applicants who are awarded funding as a lead in the first round are not eligible to apply for the second round of funding as a lead applicant; however, they may be a required or optional partner in applications for the second round.

B. PERIOD OF PERFORMANCE

The period of performance is 60 months with an anticipated start date of 10/01/2023. This performance period includes all necessary implementation and start-up activities.

The Department expects that hiring appropriate grant project personnel (e.g., project director, etc.) and undertaking start-up activities will begin immediately, and that grantees will begin enrolling participants no later than nine months after the date of grant award. Start-up activities under both tracks may include promoting the DOL Building Pathways to Infrastructure Jobs Grant Program within the targeted service area, partnership building, development of memoranda of understanding, acquisition of supplies, equipment and/or contracts, hiring and training staff, developing or expanding training activities, outreach and recruitment of participants, providing training to participants, implementing a system for tracking and reporting performance outcome measures and tracking indicators, and providing any additional information required by ETA staff.

We strongly encourage applicants to develop their project work plans and timelines to account for this implementation phase accordingly. Grantees must fully expend grant funds during the period of performance. Therefore, applicants must carefully consider their ability to spend the level of funding requested during the allotted time while ensuring full transparency and accountability for all expenditures.

The Department does not anticipate period of performance extensions under this Announcement.

III. ELIGIBILITY INFORMATION

A. ELIGIBLE APPLICANTS

As required by ACWIA, grants funded through this FOA will be awarded to partnerships of private and public sector entities. Grants will be awarded to the lead applicant of the DOL Building Pathways to Infrastructure Jobs Grant Program. The lead applicant will serve as the grantee and have overall fiscal and administrative responsibility for the grant. Eligible lead applicants must: (1) meet the definition of one of the seven types of eligible lead applicants described below; (2) establish a partnership that includes the four types of entities described as required partners below to form the DOL Building Pathways to Infrastructure Jobs Grant Program Partnership; and (3) function as coordinating intermediaries to sector strategy partners, supporting the assessment of skill needs and workforce trends and working with employers to increase infrastructure job opportunities at the local/regional, statewide, or national level. While an eligible lead applicant may represent one of the required partners, it is expected that applicants demonstrate quality representation from each type of required partner. Therefore, an entity cannot serve as more than one type of required partner in the DOL Building Pathways to Infrastructure Jobs Grant Program for the purpose of meeting FOA requirements.

Eligible Lead Applicants
For the purposes of this FOA, the following seven types of entities qualify as eligible lead applicants:

- **National or Community-based Nonprofit Organizations** targeting advanced manufacturing, information technology, and/or professional, scientific, and technical services occupations related to renewable energy, transportation, and/or broadband infrastructure sectors, including nonprofit trade, industry, or employer professional associations and advocacy groups representing the identified industries and sectors;
- **Labor Unions, Labor-Management Organizations, and Worker Organizations** that represent workers in advanced manufacturing, information technology, and/or professional, scientific, and technical services occupations related that provide training programs included on the State's Eligible Training Provider List under WIOA;
- **Education/Training Provider(s)**: Public or private nonprofit education and training providers, including institutions of higher education as defined in Section 101(a) of the Higher Education Act of 1965 (20 U.S.C. 1001); HBCUs, TCUs, and MSIs including PBIs, HSIs, NANTIs, ANNHIs, and AANAPISIs; community and technical colleges and systems; nonprofit and community-based organizations that offer job training, including that provide training programs included on the State's Eligible Training Provider List under WIOA;
- **Workforce Development Entities** involved in administering the public workforce system established under WIOA, including State and Local Workforce Development Boards (WDBs) and Indian and Native American Program entities eligible for funding under WIOA Section 166 (29 U.S.C. 3221);
- **Economic Development Agencies**, including the District Organization of an EDA-designated Economic Development District (EDD);
- **Native American Tribal Governments** (Federally recognized) which are defined as the recognized governing bodies of any Indian or Alaska Native tribe, band, nation, pueblo, village, community, component band, or component reservation, individually identified (including parenthetically) in the list published most recently as of the date of enactment

of this paragraph pursuant to section 104 of the Federally Recognized Indian Tribe List Act of 1994 (25 U.S.C. 5131); and

- **State, County, and Local Governments**, including cities and townships, and State Workforce Agencies (State government agencies that receives funds pursuant to the Wagner-Peyser Act (29 U.S.C. 49 et seq.) to administer the State's public labor exchange activities or the lead state agency responsible for the administration of WIOA title I activities).

2. **Role of Lead Applicant**

Lead applicants must identify their institution type in Section 9 of the SF-424 Application for Federal Assistance.

Please note that all elements of 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) apply to any entity that carries out a federal award as a recipient or subrecipient, including for-profit organizations. This includes the monitoring and examination of their records. In addition, the entity may not earn or keep any profit resulting from federal financial assistance.

In the required Abstract (see Section IV.B.4. Attachments to the Project Narrative), you must clearly identify the lead applicant and each member of the partnership. The lead applicant will serve as the grantee, must be the organization specified in Section 8 of the SF-424 Application Form, and will be: (1) the point of contact with the Department to receive and respond to all inquiries or communications under this FOA and any subsequent grant award; (2) the entity with authority to withdraw or draw down funds through the Department of Health and Human Services - Payment Management System (HHS-PMS); (3) the entity responsible for submitting to the Department all deliverables under the grant, including all programmatic, technical and financial reports related to the project, regardless of which partnership member performed the work; (4) the entity that may request or agree to a revision or amendment of the grant agreement or statement of work; (5) the entity with overall responsibility for carrying out the programmatic functions of the grant, as well as for the stewardship of all expenditures under the grant; (6) the entity responsible for coordinating with the national evaluator, including participating in an evaluation and other studies, if selected by DOL; and (7) the entity responsible for working with DOL to close out the grant.

It is the expectation of the Department that the lead applicant has the organizational capacity to carry out the programmatic functions of the grant, and the Department strongly discourages applications that result in "pass-through" grants (i.e., where the lead applicant sub-awards the majority of grant funds and operational activities to one or several subrecipients). See Section IV.E. Funding Restrictions regarding limitations on subrecipient awards.

3. **Worker-Centered Sector Partnerships**

The DOL Building Pathways to Infrastructure Jobs Grant Program requires applicants to develop or scale strong sector-based partnerships of public and private entities utilizing a worker-centered sector strategy model that is responsive to the emerging and staggered skilled workforce needs of the infrastructure sector over time. Applicants will secure commitments for sustained employer

involvement in various aspects of program design and delivery, including defining program goals and activities; identifying career pathways; informing training design; identifying necessary skills and competencies for targeted occupations; providing resources to support training; and, importantly, committing to hire, promote, and/or retain qualified program participants completing the training.

Applicants must demonstrate strong engagement of the partnership leaders necessary to develop comprehensive workforce strategies and training programs that address workforce needs. The approach must also lend itself to replication in other areas at the local/regional, statewide, or national level, while maximizing sustainability after the DOL Building Pathways to Infrastructure Jobs Grant Program ends. To demonstrate the active involvement of the required partnership entities, applicants must provide signed documentation of commitments—such as signed letters of commitment, memoranda of understanding, a partnership agreement, or other types of signed agreements—that demonstrate the commitment of each partner. An email or other form of written commitment is also acceptable. Applicants will be scored based on the inclusion of this documentation, as well as the level and quality of involvement in the project as outlined in Section IV.B.3. Project Narrative. Additionally, applicants should consider including additional optional partners that support the goals of this sector partnership.

Required Partners

For this FOA, we encourage applicants to forge robust partnerships to implement the grant and to sustain activities beyond the grant period of performance. The required partners for the DOL Building Pathways to Infrastructure Jobs Grant Program are employer partners, education and training providers, workforce development entities, and worker organizations, labor-management organizations, or labor unions.

Required grant partners must include:

- **Employer Partners**:

Development Track:

- A representative group of, and no less than two (2), employer partners who are committed to providing hiring opportunities for participants trained through the grant. An applicant may meet this employer partnership requirement by partnering with an industry/trade association that represents at least two (2) employers in the service area who are committed to providing hiring opportunities for participants trained through the grant. An industry/trade association, also known as an industry trade group, business association, sector association, or industry body, is an organization founded and funded by businesses that operate in a specific industry. The Department strongly encourages partnerships with Minority Business Enterprises, Minority-Owned Businesses, Woman-Owned Businesses, Veteran-Owned Businesses, businesses owned by people with disabilities, and small businesses.

Scaling Track:

- A representative group of, and no less than four (4), employer partners who are committed to providing hiring opportunities for participants trained through the grant and who support the employment needs of the skilled workforce being created in those

service areas. An applicant may meet this employer partnership requirement by partnering with one or more industry/trade associations that represent multiple employers who are committed to hiring opportunities for participants trained through the grant and operate in the identified service areas. An industry/trade association, also known as an industry trade group, business association, sector association, or industry body, is an organization founded and funded by businesses that operate in a specific industry. The Department strongly encourages partnerships with Minority Business Enterprises, Minority-Owned Businesses, Woman-Owned Businesses, Veteran-Owned Businesses, businesses owned by people with disabilities, and small businesses.

- **Education/Training Provider(s)**: One or more public or private nonprofit education and training providers, including institutions of higher education as defined in Section 101(a) of the Higher Education Act of 1965 (20 U.S.C. 1001); HBCUs, TCUs, and MSIs including PBIs, HSIs, NANTIs, ANNHIs, and AANAPISIs; community and technical colleges and systems; nonprofit and community-based organizations that offer job training, including those organizations that provide training programs included on the State's Eligible Training Provider List under WIOA.

- **Workforce Development Entities**: Entities involved in administering the public workforce system established under WIOA, including State and Local WDBs and Indian and Native American Program entities eligible for funding under WIOA Section 166 (29 U.S.C. 3221). These organizations have expertise in workforce development and may provide leadership in implementing the following types of activities: (1) understanding and analyzing the need for education and training in the local area, including identifying targeted advanced manufacturing, information technology, and/or professional, scientific, and technical services occupations supporting renewable energy, transportation or broadband industry sector strategies; addressing hiring needs, identifying target populations, and providing relevant sources of data, including labor market information and other tools or reports; (2) assessing potential participants for the grant program; (3) identifying and referring candidates for education and training in the grant program; (4) providing additional supportive services; (5) connecting and placing participants with employers that have job openings; and (6) collecting, tracking, and reporting participant data to ETA.

- **Worker Organizations, Labor-Management Organizations, or Labor Unions:** Entities such as worker organizations, labor unions, and labor-management organizations representing workers, or target populations of workers in advanced manufacturing, information technology, and/or professional, scientific, and technical services occupations supporting renewable energy, transportation, and/or broadband infrastructure sectors. Outside of a union, this could include worker associations, coalitions, alliances, guilds, or another similar worker advocacy group that is not considered a formal union. These entities may identify necessary skills and competencies, provide related skills-based training in collaboration with the required education/training provider, work with employer and education partners to develop new or modifying existing curricula, advise on recruitment, retention, and advancement strategies within an employer or industry, communicate with current and potential workers within the sector, act as mentors and on-the-job trainers to new workers, and may also provide supportive services.
  - To aid in identifying related unions within the target service area(s), applicants can use the Department of Labor's Office of Labor-Management Standards'

(OLMS) *Union Search* Tool, by which you can search on union type, city, state, zip code, and other criteria to identify labor unions for outreach and partnership. The tool can be found at https://olmsapps.dol.gov/query/getOrgQry.do.

- o Applicants proposing service areas where there may not be such organizations actively operating, such as in some smaller or rural communities, will be required to document this. In lieu of the letter of commitment or related documentation, such applicants must use the OLMS *Union Search* Tool to verify the lack of union presence by providing the search records as an attachment. They should also describe any additional efforts or research conducted to identify any viable worker organizations in the area. Where none are demonstrated, the applicant must describe how they will ensure active worker voice and collaboration within the sector strategy partnership through identification of specific commitments and requirements for worker representation and engagement in all aspects of the training model.

- **State Apprenticeship Agencies (SAAs):** Applicants proposing Registered Apprenticeship Programs in states with federally recognized State Apprenticeship Agencies (SAAs) must include the SAA as a required grant partner. (**Required only if applicant is proposing to provide RAP training**.)

Optional Partners

We strongly encourage applicants to collaborate with other partners that can support and advance the work of proposed training programs. These include nonprofit organizations specializing in advanced manufacturing, information technology, and/or professional, scientific, and technical services occupations that support renewable energy, transportation and/or broadband; State agencies with the responsibility for transportation, infrastructure, the environment, and energy; foundations and philanthropic organizations; agencies administering other relevant federal funding such as the Departments of Education, Commerce, Energy, and Transportation, the Environmental Protection Agency, and the National Science Foundation; economic development agencies; community-based organizations that represent and serve marginalized and underrepresented populations, such as workers with disabilities, justice-impacted individuals, and people of color; and organizations that aid newly arriving immigrant, refugee, asylee and Special Immigrant Visa (SIV) populations.

B. COST SHARING OR MATCHING

This program requires cost sharing or matching funds.

The DOL Building Pathways to Infrastructure Jobs Grant Program has different and distinct cost sharing and matching requirements for each track. The Development Track grants are not required to provide matching funds. The intent of this track is to encourage the development of sector strategy models in less resourced communities that do not yet have established sector partnerships. Based on the small size of these initial grant investments and the focus on partnership development, applicants for the Development Track are strongly encouraged to leverage any funds that they are able to provide beyond the federal grant funds but are not required to provide match. The Scaling Track grants are intended to grow and expand existing effective models and partnerships. These grants are much larger in size and anticipated impact

and therefore, it is required that applicants for the Scaling Track provide matching funds to the federal share to support sustainability and strong investment of the partnerships. Given the intent and scope of the FOA, applicants under both tracks are also encouraged to leverage other Federal BIL funding, as well as other federal funds from sources such as the CARES Act and American Rescue Plan, as part of their strategic planning for these grants.

Development Track: Developing Local/Regional Worker-Centered Sector Strategy Programs

The Department highly encourages Development Track applicants to contribute at least 15 percent of the total amount of requested funds as **leveraged funds** to support the grant project. This is to ensure that Development Track applicants leverage additional resources to increase stakeholder investment in the project to broaden the impact of the project itself and to support pathways to program sustainability after the grant period of performance ends.

Applicants proposing grant projects under this Development Track are encouraged to leverage and braid public and private financial and in-kind resources to ensure that resources are sufficient to meet the service and training needs of all participants served and to establish connections and resource sharing that will be sustained beyond the grant program. Applicants must count and document as leveraged resources any cash or in-kind commitments.

Leveraged resources can come from a variety of sources, including, but not limited to, businesses, industry associations, labor organizations, community-based organizations, education and training providers, and/or federal, state, and local government programs. Grantees should make participants aware of other federally funded workforce training resources from across the government, including training funded by the Departments of Transportation, Commerce, Veterans Affairs, and Education, as well as employment supports funded by the Supplemental Nutrition Assistance Program, in an attempt to complement those efforts and increase coordination that is sustained beyond the grant period. As another measure to leverage these resources, applicants will also be required to pursue co-enrollment for eligible participant services across federally funded programs, where participants can benefit from other services.

Scaling Track: Scaling Effective Worker-Centered Sector Strategy Programs

The Department requires Scaling Track applicants to contribute 15 percent of the total requested funds to support the grant project as **matching funds**. This is to ensure that Scaling Track applicants – who are building on existing evidence-informed, worker-centered sector strategies – bring additional resources to augment proposed program activities, increase stakeholder investment in the project, broaden the impact of the project itself, and encourage program sustainability after the grant period of performance ends.

Such funds may be in the form of cash or in-kind contributions and must be 15 percent of the total requested funds to support the grant project. Any resources contributed to the project in addition to cost sharing or matching funds will be considered leveraged resources. Section IV.B.2. Project Budget provides more information on leveraged resources.

To be allowable as part of match, an expenditure must be an allowable charge for Federal grant funds and considered necessary and reasonable to accomplish the project or program objectives.

DOL will make determinations of allowable costs in accordance with the applicable Federal Cost Principles as indicated in Section IV.E. Funding Restrictions.

In addition to the requirements related to match in the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards: Final Rule at 2 CFR Part 200, 2 CFR 2900.8 states that: "In addition to the guidance set forth in 2 CFR 200.306(b) for Federal awards from the Department of Labor, the non-Federal entity accounts for funds used for cost sharing or match within their accounting systems as the funds are expended." It is not sufficient or adequate to receive and report monies as match; the monies must be expended on the program in order for it to be counted as match. Expenditures of match funds must be reported on the recipient share section of the ETA-9130 Form.

Additionally, in accordance with 2 CFR 200.306, the match amount must be: verifiable from the non-Federal entity's records, not included as contributions for any other Federal award, necessary and reasonable for the accomplishment of project or program objectives, and not provided by the Federal government under another Federal award.

DOL encourages applicants to also leverage additional resources beyond the required match to supplement grant activities. Applicants must count and document as leveraged resources any cash or in-kind commitments beyond 15 percent of the grant award amount required as matching funds.

Both matching and leveraged resources can come from a variety of sources, including, but not limited to the private sector (e.g., businesses or industry associations); the investor community (e.g., angel networks or economic development entities); the philanthropic community (e.g., foundations); and the non-profit sector (e.g., community organizations, faith-based organizations, or education and training institutions). Non-Federal, public-sector funds (e.g., from States or local governments) may be used for matching funds, if necessary.

For the purposes of the grant application, the match explanation in the budget narrative must contain:

- Total dollar value of commitment, per year of grant and full period of performance;
- The source of match funds;
- A list of each of the partner organizations and the amount of match from each partner, particularly any employer partners that are providing match; and
- Calculations showing how the total dollar value was derived.
- For match based on participants served, the calculation should be: __ participants enrolled x ___ cost of training/class/session per participant per year x __ years of the commitment = total commitment
  - Example: XYZ Community College is committing 10 slots per year in a computer programming class. The match explanation must read: 10 slots x $500 per slot x 2 years = $10,000

- For match based on staff time, the calculation should be: __ hours per year (or percentage of FTE) x __hourly rate (or annual salary) x __ years of commitment = total commitment

- o Example: Applicant is committing Executive Director for 20 percent of the FTE over the life of the grant. The match explanation letter must read: 20 percent x $75,000 per year x 3 years = $45,000

- For match based on a set resource, the calculation should be: __ monthly rate x __ months per year x __ years of commitment = total commitment
  - o Example: ABC Organization is committing office space for the program. The match explanation letter must read: 800 square feet x $2.00/sq. ft. x 12 months x 3 years = $57,600.

- Please see 2 CFR 200.306 for additional information on how to calculate the contribution of services and property.

The valuation process of in-kind match includes determining the fair market value of an expenditure at the time of donation, appraising donated space and buildings, and determining the value of personnel services. The value of personnel services will depend, in part, on the staff person's role on the grant relative to their role in the overall organization. Calculations must be clear and able to be replicated by reviewers.

During the period of performance, the grantee must meet the supporting documentation requirements of matching as specified in 2 CFR 200.306. DOL recognizes the match at the time it is expended, as specified in 2 CFR 2900.8, and not when it is earned or received. Additionally, the grant recipient must apply the same supporting documentation requirement to tracking match expenditures as it would to grant expenditures.

Fulfilling the Match Requirement
Applicants are expected to fulfill the match amount specified on the SF-424 during the grant period of performance. If the match amount specified is not met or if a portion of the matching funds are found to be unallowable costs, the grantee will be required to repay those unmet funds to DOL.

Reporting Match and Leveraged Resources
DOL grantees must track and report both match and leveraged resources quarterly on the ETA Form 9130. The ETA Form 9130 may be found at http://www.doleta.gov/grants/financial_reporting.cfm.

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	
The components of the application are saved in any of the specified formats and are not corrupt. (*We will attempt to open the document but will not take any additional measures in the event of problems with opening*.)	Section IV.C.2	
Application reflects only one training track: 1) *Development Track*; or 2) *Scaling Track*.	Section I.A.1	
Application federal funds request: 1) *Development Track*: $500,000 to $2 million; or 2) *Scaling Track*: $2,000,000 to $5,000,000	Section II.A	
SAM Registration	Section IV.B.1	
SF-424, Application for Federal Assistance	Section IV.B.1	
SF-424 includes a Unique Entity ID (UEI)	Section IV.B.1	
SF-424 lists the cost sharing or match amount on line 18b. (Scaling Track applicants only)	Section IV.B.2	
SF-424A, Budget Information Form	Section IV.B.2	
Budget Narrative	Section IV.B.2	
Project Narrative	Section IV.B.3	
Abstract	Section IV.B.4	

2. Number of Applications Applicants May Submit for Each Round of Funding

We will consider only one application from each organization applying as lead applicant. If we receive multiple applications from the same lead applicant organization for the same application

funding round, we will consider only the most recently received application that met the deadline for that round. If the most recent application is disqualified for any reason, we will not replace it with an earlier application. An organization that applies as a lead applicant may not be included as a partner on other applications in the same round of funding. If awarded a grant as the lead applicant in the first round, the grantee may not apply as the lead applicant in the second round of funding but may be included as a required or optional partner to the lead applicant for the second round.

3. Eligible Participants

The intent of this FOA is to fund projects that provide in-demand education/training services to individuals who will gain the skills and competencies required to enter middle- and high-skilled H-1B occupations in advanced manufacturing; information technology; and professional, scientific, and technical services occupations that support renewable energy, transportation, and broadband infrastructure sectors, or occupations along those career pathways.

This grant program will train participants whose employment status, when determined eligible for the program, is unemployed, underemployed, or an incumbent worker. A participant is any individual who is determined eligible for and receives a grant-funded service beyond a determination of eligibility.

For the purposes of this FOA, the following definitions apply:

- **Unemployed workers**: An unemployed worker is an individual who is without a job and is available to work.
- **Underemployed workers**: This term refers to individuals who are not currently connected to a full-time job commensurate with the individual's level of education, skills, or wage and/or salary earned previously, or who have obtained only episodic, short-term, or part-time employment.
- **Incumbent workers**: This term refers to individuals already employed, either with an employer partner or another employer, at program enrollment, but who need training to upgrade their skills to secure full-time employment, advance in their careers, or retain their current positions in H-1B occupations and industries. The training provided to incumbent workers is either 1) developed in collaboration with an employer partner with which the individual is employed, or 2) for individuals who are employed at the time of enrollment by a non-partner employer, but who need additional skill training to improve their opportunities for middle- and high-skilled jobs in the target H-1B industries or occupations.

For the purposes of this FOA, establishing and documenting incumbent worker eligibility is the responsibility of the grantee or a designated grant partner and <u>not</u> of the participating employer. Grantees or their designated grant partner must establish and document the eligibility of all incumbent worker participants and maintain the necessary records to support grant monitoring.

All participants must be at least 17 years of age and not currently enrolled in secondary school within a local educational agency. Training must result in advancement of an individual's skills along a career pathway into middle- and high-skilled advanced manufacturing, information technology, and/or professional, scientific, and technical services occupations related to

renewable energy, transportation, and/or broadband infrastructure sectors.

Within these eligible participant categories (unemployed, underemployed, and incumbent workers), applicants may specifically target historically marginalized and underrepresented populations within their service areas and within these infrastructure occupations, including women, people of color, justice-impacted individuals, individuals with disabilities, veterans, military spouses, transitioning service members, and other populations with employment barriers that hinder movement into middle- to high-skilled advanced manufacturing, information technology, and/or professional, scientific, and technical services occupations related to renewable energy, transportation, and/or broadband infrastructure sectors.

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. ETA's Training and Employment Guidance Letter (TEGL) No. 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 No. 10-09 is available at https://www.dol.gov/agencies/eta/advisories/training-and-employment-guidance-letter-no-10-09.

IV. APPLICATION AND SUBMISSION INFORMATION

A. HOW TO OBTAIN AN APPLICATION PACKAGE

This FOA, found at www.Grants.gov and https://www.dol.gov/agencies/eta/grants/apply/find-opportunities 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. 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 organization's legal name on the SF-424 should match its name registered in the System for Award Management at www.sam.gov.

- 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.

a. Requirement for Unique Entity Identifier

All applicants for federal grant funding must have a Unique Entity Identifier (UEI) and must supply their UEI on the SF-424. The UEI is a 12-character (alpha-numeric) code that uniquely identifies all entities. Any entity registering to do business with the government is required to have one. UEIs are issued by SAM.gov and are a part of an entity's record in the Entity Information section of SAM.gov. If you do not have a UEI, you can get one for free at https://sam.gov.

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

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

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

(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. It must also include a section on the required match with a complete description of projected match, the source and how it will be spent on the project. 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 and associated match. 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.

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

Personnel: List all staff positions by title (including individuals hired by an employment contract) 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 estimated 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 Part 200.1 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 the cost of supplies (e.g., general office supplies, desk/chairs, laptops/printers, other specialty items) in the detailed budget per category. Except for general office supplies, list the item, quantity, and the unit cost per item. Supplies include all tangible personal property other than "equipment" (see 2 CFR Part 200.1 for the definition of Supplies).

Contractual: Under the Contractual line item, delineate contracts and subawards separately. Contracts are defined according to 2 CFR Part 200.1 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 Part 200.1 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.

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 Part 200.414(f). Clearly state that your organization does not have a current negotiated (including provisional) rate, and is not one described in 2 CFR Part 200, Appendix VII(D)(1)(b).

Applicants choosing to claim indirect costs using the de minimis rate must use Modified Total Direct Costs (as defined by DOL below) 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.

- **Modified Total Direct Cost (MTDC) Definition:** To avoid a serious inequity in the distribution of indirect costs, DOL defines MTDC as all direct salaries and wages, applicable fringe benefits, materials and supplies, services, travel, and up to the first $25,000 of each subaward or subcontract (regardless of the period of performance of the subawards or subcontracts 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 or subcontract in excess of $25,000.
    - o You will also note that participant support costs are not included in modified total direct costs. Participant support costs are defined below.

- o 2 CFR Part 200.1 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: https://www.dol.gov/agencies/oasam/centers-offices/office-of-the-senior-procurement-executive/cost-price-determination-division.

Indirect-type costs (such as top management salaries, financial oversight, human resources, payroll, personnel, auditing costs, accounting and legal, etc. used for the general oversight and administration of the organization) must not be classified as direct costs; these types of costs are recovered as part of charging the de minimis or NICRA rate. Note that the SF-424, SF-424A, and Budget Narrative must include the entire federal grant amount requested (not just one year).

Applicants must also show cost sharing or match on the SF-424 (line 18b), SF-424A, and Budget Narrative.

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 Announcement. 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.

NOTE: Full points will not be given for simply repeating the requirements stated below or elsewhere in the Announcement. For example, if the applicant is asked, "Describe in detail how strategies to expand diversity, equity, inclusion and access to recruit participants will be implemented," applications will not score the full points (and zero points may be received) for simply stating, "We will implement strategies to expand diversity, equity, inclusion, and access in our participant recruitment." To receive full points, the applicant must describe, in their own words, the process or procedures their institution will use and what evidence is available to show those processes are effective for meeting the stated requirement.

a. Statement of Need (Up to 10 Points)

Applicants must propose grant projects to address **one** of the following infrastructure tracks:

1) **Development Track**: Developing and implementing a local/regional worker-centered sector strategy program; or
2) **Scaling Track**: Scaling an effective worker-centered sector strategy program.

Projects which propose training for both tracks will be considered nonresponsive. Scoring under this criterion will be based on the extent to which the discussion of the following factors is clear, logical, and contains an accurate description of labor market data. All data sources must include citations that provide information that enables the identification and verification of data.

i. Identification of and Justification for Proposed Sector(s) and Infrastructure Track (6 Points)

- Clearly identify the infrastructure track that the proposed project will address (either the Development Track or the Scaling Track) and describe how worker voice was or will be incorporated in the design and development of the grant project. Applicants for the Scaling Track must also ensure they provide the required attachment(s) described in Section IV.B.4.(a)(11) to receive full points for this sub-criterion. Identify and describe the proposed service area of the project that aligns with the appropriate geographic scope of the track selected and explain the rationale for the proposed service area of the project. (2 points)
- Describe the target population to be served and the correlation between the target population and the proposed service area and its impact on underrepresented populations and underserved communities, including how it will add diversity, equity, inclusion, and accessibility to the representation in these occupations (such as for women, people with disabilities, people of color, and justice-impacted individuals). Applicants must provide evidence of need in the proposed service area(s). (2 points)
- Clearly identify the proposed infrastructure sector(s) (renewable energy, transportation, and/or broadband) that the project will address. Provide justification for why that sector(s) is an appropriate selection for the proposed service area based on labor market information, and other applicable factors. Include in the justification the current state of career pathways in the sector(s) within the proposed service area; and what changes and improvements will be made to these sector programs as a result of development or scaling efforts by the end of the grant period of performance. (2 points)

ii. **Occupational Need (4 Points)**

- Applicants must clearly identify occupations along career pathways leading to middle- to high-skilled H-1B occupation(s) in the advanced manufacturing; information technology; and/or professional, scientific, and technical services sectors that support renewable energy, transportation, or broadband from the list in Appendix A. If a proposed occupation is not an H-1B industry listed in Appendix A, the application must provide data showing that the occupation is in-demand in the proposed service area, on a career pathway to a middle- to high-skilled occupation related to renewable energy, transportation and/or broadband; and is one for which a significant number of H-1B visas have been certified. Applicants must use verifiable data to make this demonstration, such as data provided by DOL's Foreign Labor Certification Data Center. (2 points)
- Provide a detailed and convincingly supported description of the current and future projected demand stemming from recent federal infrastructure laws for employment in the occupations proposed, including how the demand coincides with the development and scaling requirements for this grant program. Applicants must also describe how the occupations selected will increase the pipeline of skilled workers in high-quality jobs to support renewable energy, transportation, or broadband. Applicants must cite the source for the projected demand, such as Bureau of Labor Statistics or other DOL sources, state workforce agency sources, employers, or other labor market information provided by employers or other reliable/credible knowledgeable parties. Applicants must provide strong evidence, with citations, that identifies the average current wages and benefits offered for the selected occupation(s) based on local/regional, statewide, or national labor market data in the proposed service area. Labor market data is available through a number of sources, including the Bureau of Labor Statistics [Occupational Employment and Wage Statistics](https://www.bls.gov/oes/current/oessrcma.htm) (https://www.bls.gov/oes/current/oessrcma.htm) and State Workforce Agencies, or other verifiable data. (2 points)

b. Expected Outcomes and Outputs (Up to 16 Points)

i. **Performance Outcome Measures and Tracking Indicators (6 Points)**

Applicants are expected to provide targets for the following outcome measures and tracking indicators:

Tracking Indicator

Applicants are required to provide targets for the following two tracking indicators; however, this data will not be treated as an outcome measure for performance purpose

1. Total number of participants served;
2. Total number of participants who began receiving education/job training activities;

Performance Outcome Measures

1. Total number of participants who completed education/job training program activities;
2. Total number of participants who completed education/job training program activities and obtained a credential;
3. Total number of unemployed and underemployed participants who completed education/job training program activities and entered unsubsidized employment; and

4. Total number of incumbent worker participants who completed education/job training program activities and advanced into a new position.

Applicants must provide one performance table that contains the two tracking indicators and four performance outcome measures. The table must clearly identify the four performance outcome measures and two tracking indicators (listed above) and the total end-of-grant numerical targets that will result from the project. (See Appendix B for a sample format).

In formulating numerical targets, applicants should factor in that their project design must address the full purpose of the FOA within the 60-month period of performance (see Section II.B). Applicants should also consider factors of their proposed project design, such as the track selected and geographic scope; recruitment and outreach activities; employment status at entry of the participants targeted; training type and length of training offered; and other factors relevant to the achievement of each of the targets for performance outcome measures and tracking indicators.

The performance table must be submitted as a separate attachment and does not count against the page limit of the Project Narrative (see Section IV.B.4. Attachments to the Project Narrative, as well as Appendix B. Suggested Performance Outcome Measures and Tracking Indicators Table). Failure to provide a Performance Outcome Measures and Tracking Indicators Table as an attachment will result in zero points awarded for this rating factor.

In addition, after award, all successful applicants will also submit annual targets for the four performance outcome measures and two tracking indicators that sum to the total end-of-grant targets submitted for each. The Department uses these annual targets to assess the performance trajectory and provide technical assistance support to help grantees stay on track to meet their total end-of-grant performance outcome measure targets.

While applicants are required to propose targets for the performance outcome measures and tracking indicators identified above, which are specific to this FOA, the following WIOA indicators will also be tracked for all awarded grants:

- Employment Rate – 2nd Quarter After Exit
- Employment Rate – 4th Quarter After Exit
- Median Earnings – 2nd Quarter After Exit
- Credential Attainment
- Measurable Skill Gains

Applicants are not required to provide targets for these WIOA indicators.

ii. **Feasibility of Proposed Targets for Performance Outcome Measures and Tracking Indicators (8 Points)**

- Provide a thorough explanation of how the numerical targets for the four performance outcome measures and two tracking indicators are feasible and appropriate for the design of the program—specifically, detail how the targets were derived and how the targets fit into the overall timeline of grant implementation. (8 points)

iii. **System or Process for Tracking, Collecting, and Reporting Participant Data (2 Points)**

- Provide specific details about the procedures already in place for collecting the performance outcome measures, tracking indicators, and other participant data such as demographic information, training provided, and other information as described in Section I.E.1. Program Design, including which information is already captured through the processes currently being used, and describe staffing, technology, computer applications, and other resources already available to accomplish this task. Identify and explain any gaps between the information that is already collected and the specific information for which reporting is required, and how these gaps will be bridged. Provide a specific plan for staffing, technology, partnerships, computer application purchases, or other resources that the applicant plans to procure to meet this requirement.

- As described in Section I.E.2., grantees or their designated grant partner must establish and document the eligibility of all participants, including incumbent workers, and maintain the necessary records to support grant monitoring. For applicants proposing to serve incumbent workers, describe how incumbent worker eligibility will be determined by the grantee or a designated grant partner, and <u>not</u> the participating employer. (2 points)

c. Project Design (Up to 54 Points)

Applicants must clearly and thoroughly identify the proposed methods that the project will use to assist individuals in participating and successfully completing grant training using a worker-centered sector strategy model that is responsive to local and regional demand and incorporates the three core principles described in Section I.A.2. In each criterion below, applicants must describe their rationale for taking the proposed approach over others, identify any potential barriers, and describe how the project will overcome those barriers.

i. Worker-Centered Sector Strategies (18 points)

Scoring for this criterion is based on the description of the worker-centered sector partnership model and how all required and optional partners will respond to the infrastructure-related workforce challenges by addressing the employers' and workers' needs.

- Provide a comprehensive description of the worker-centered sector partnership, including identifying all required partners (employers, education and training providers, workforce development entities, and worker organizations, labor-management organizations, or labor unions), and other optional partners as identified in Section III.A.3. Applicants must describe partner roles and thoroughly and convincingly explain how each partner will support the development of the program design, project implementation, training activities that support the applicant's proposed training track, and other allowable activities and services specified in Section I.E. (4 points)

- Clearly describe the process and system for how the applicant will develop and operationalize the worker-centered sector partnership, including but not limited to, ongoing communication, sharing of information, ensuring consistent policies across all grant partners, and evaluating partnership performance, in ways that respond to worker and employer needs, and that lead to career advancement opportunities for participants, especially participants in underserved communities. (4 points)

- Describe the sustainability plan to continue, replicate, and advance successful DOL Building Pathways to Infrastructure Jobs Grant Program design elements while maximizing program continuity after the grant period of performance. (4 points)
- Document the active roles of all required and optional partners. This includes a clear and thorough description of the capacity and role of all partners involved in providing outreach and recruitment services, training activities, employment assistance, supportive services, and other relevant activities, such as the commitments of employer partners to interview and consider hiring program participants. This description must be consistent with the required letters of commitment, partnership agreements, memoranda of understanding, or other documentation (as described in Section IV.B.4. Attachments to the Project Narrative). (6 points)

ii. **Core Principles of Worker-Centered Sector Strategies (30 Points)**

Scoring under this criterion is based on how the proposed project fully integrates the components of the three core principles of worker-centered sector strategies described below into the program design of the training track selected, which are: 1) Strategies for Ensuring Diversity, Equity, Inclusion, and Accessibility and Prioritizing Recruitment, Training and Retention of a Local Workforce; 2) Career Pathways; and 3) Approaches for Increasing Job Quality.

- **Core Principle #1: Strategies for Ensuring Diversity, Equity, Inclusion and Accessibility, and Accessibility and Prioritizing Recruitment, Training and Retention of a Local Workforce (10 Points)** Scoring for this criterion will be based on a clear and comprehensive description of a strategy that demonstrates how the project design supports the attraction, retention, and advancement of historically marginalized and underrepresented populations in the targeted sectors within the proposed service area(s).
    - o Provide a comprehensive description of an effective outreach, recruitment, and enrollment strategy for engaging the target population(s) to recruit the requisite number of participants. The description must include a strategy for outreach to and recruitment and enrollment of individuals from historically marginalized, underrepresented and underserved communities, and may include co-enrollment of participants from programs such as, but not limited to, WIOA Title I programs, ETA's Reentry Employment Opportunities (REO) programs, or ETA's Indian and Native American Program, where feasible. Describe how this outreach and recruitment strategy will include workers from underserved and underrepresented populations in the service area(s) where the targeted infrastructure project is located. (4 points)
    - o Identify equity gaps in retention and program completion of participants from underserved communities in existing training programs in the selected training track and the strategies that will be used to address the specified equity gaps. For each strategy, provide evidence with citations that the strategy will address the identified gaps and indicate whether it is anticipated to effect change at an individual, program, and/or systems level. Explain how the strategies will align with the selected training track and describe how required and optional partners

identified will be involved in strategy implementation. See Appendix E for the definition of an equity gap. (2 points)

- o Identify equity gaps in employment of participants from underserved communities in the selected training track and the strategies that will be used to address the specified equity gaps. Describe the correlation between the equity issues and the strategies needed to address them. Provide a thorough and detailed explanation/justification for how and why these strategies are adequate to significantly narrow or close the identified gaps. Explain how required and optional partners identified will be involved in strategy implementation. See Appendix E for the definition of an equity gap. (2 points)
- o Applicants must demonstrate that they have partnerships with organizations that serve underrepresented and marginalized communities as either required and/or optional partners. These may include, but are not limited to, national or community-based nonprofit organizations that serve underrepresented and marginalized communities; employer partners such as Minority Business Enterprises, Minority-Owned Businesses, Woman-Owned Businesses, Veteran-Owned Businesses, businesses owned by people with disabilities, and small businesses; or education and training partners, such as HBCUs, TCUs and MSIs including PBIs, HSIs, NANTIs, ANNHIs, and AANAPISIs. Applicants must demonstrate these partnerships through signed and dated Letters of Commitment or Memoranda of Understanding between the applicant and partner organizations. (2 points)

- **Core Principle #2: Career Pathways (12 Points)** Scoring for this core principle will be based on a clear description of the tools, methods, resources, training, and best practices that will be used to provide high-quality, comprehensive, competency-based training along a career pathway in the targeted sectors(s) and occupation(s) to address the demand for infrastructure-related jobs within the proposed service area.
  - o Clearly identify the training strategy(ies) that will be deployed to train participants enrolled in the Development or Scaling Track, as described in Section I.E. Program Design and Allowable Activities, including a narrative description of the program's educational structure, such as course description, curriculum design, and credentials and/or certificates awarded upon completion. (2 points)
  - o Identify and explain any gaps in the support needed to mitigate the challenges of recruiting and retaining participants and provide an explanation on how grant partners will address and fill those gaps. (2 points)
  - o Describe the strategy that will be used to assess all program participants for the supportive services needed to successfully remain in and complete grant training. Demonstrate a clear plan that details what resources and services will be offered by the project and how they will be distributed to bridge the gaps for participants in need to complete grant training and obtain employment. Additionally, describe the plan to connect eligible program participants with resources and services available in the proposed service area to assist them in transitioning to and maintaining employment after completing training. (2 points)

- o Describe the strategy for how the project will leverage BIL and other resources, when available, to create more equitable career pathways to good jobs in the targeted industry sector(s). (2 points)
- o Provide a comprehensive narrative description that describes and convincingly demonstrates 1) how the proposed program(s) will provide high-quality training along a career pathway that focuses on the skills, competencies, and credentials needed for middle- to high-skilled occupations in infrastructure-related occupations; 2) how participants will achieve the necessary recognized postsecondary credential(s) that will lead to employment in middle- to high-skilled jobs, or are on a career pathway to middle- to high-skilled jobs that support the achievement of the proposed training outcomes in the proposed service area (listed above); and 3) how the training and credentialing will directly connect participants to the infrastructure jobs for which they are being trained. (4 points)

- **Core Principle #3: Approaches for Increasing Job Quality (8 Points)**
  - o Provide a comprehensive narrative description of how the grant project will integrate and align with the Department's eight principles of job quality as described in Section I.A.2.c. These principles include 1) recruitment and hiring; 2) benefits; 3) diversity, equity, inclusion, and accessibility; 4) empowerment and representation; 5) job security and working conditions; 6) organizational culture; 7) pay; and 8) skills and career advancement (See examples of ways in which these principles may be demonstrated in Section I.A.2.c). (8 points)

iii. **Project Work Plan and Timeline (6 Points)**

Scoring under this criterion is based on a clear and complete overview of project goals and targets, milestones, key activities, and key partners of the proposed program.

- **Project Work Plan and Timeline**

Applicants must present a timeline in a table format that provides an overview of the work plan for the project proposed. The work plan should include an overview of goals, activities, key milestones (including short-term, mid-term, and long-term milestones), targets, and timelines that capture the employment/training activities and partners involved in achieving them. The work plan must be submitted as a separate attachment and does not count against the page limit of the Project Narrative (see Section IV.B.4. Attachments to the Project Narrative, as well as Appendix C for an example work plan). The work plan must include all of the following:

- Project goals, which are the overarching achievements that will be pursued;
- Milestones, which are key markers of grant progress; these are typically expressed in the form of an action or event marking a significant change or stage in development;
- Key activities, including timeframes for development or modification of programs, and/or participant enrollment in education and training; and
- Key partner(s) identified for key activities.

d. Organizational, Administrative, and Fiscal Capacity (up to 8 Points)

i. **Capacity of Lead Applicant, Partnership Structure, and Administrative Controls and Systems (8 points)**

- Applicant must provide a detailed organizational chart that identifies the lead applicant, required partners, and optional partners. The chart must describe the structure of the relationships of all partners involved in the project. The chart must also identify the proposed project's staffing plan to illustrate that partners have the capacity to support the lead applicant to carry out the proposed project. The staffing plan must describe the qualifications and experience of all executive and administrative staff, as well as other key roles, such as board members, advisors, and consultants, to fulfill the needs and requirements of the proposed project, and to incorporate the lived experiences of historically marginalized or underrepresented populations in the project's design and execution. Such qualifications and experience must demonstrate the ability to manage a strategic partnership, including fiscal and administrative management, outreach, and promotion. (2 points)
- Applicant must provide a detailed description demonstrating the lead applicant's capacity to effectively manage each component of the program, including a project management plan and a communications plan for efficient and effective management of the project with all partners and staff; and demonstrating its capacity to establish effective procurement processes, systems, and procedures and those of any partners that will be providing any services or conducting any activities under the grant (if applicable). Applicants that have subrecipients must describe their processes and procedures for effectively managing these entities. (6 points)

e. Past Performance – Programmatic Capability (Up to 10 Points)

Applicants will receive points based on past performance data. Applicants must use the information below and provide the applicable past performance information.

- Applicants must provide a full description of the lead applicant's prior experience with implementing an effective sector strategy model, the development of employment and training programs, or capacity to scale employment and training programs within a local/regional, statewide, or national area during the grant period. This could include evidence of existing sector partnerships, prior experience in taking employment and training programs to scale, and the number of participants served in prior programs. (2 points)
- Demonstrate that partners have experience in deploying employment and training programs, including classroom training, work-based learning programs, internships, mentorships, or externships within the proposed industry, and in enrolling participants in employment and training programs, including providing supportive services, securing employment placements, and/or wage increases. (2 points)
- Applicants must provide a past performance chart that shows the performance outcome measures achieved and spending rate analysis (during the original period of performance) for a grant initiative completed in the past five years from the closing date of this announcement using the chart format described below. There are different chart format instructions depending on past grant experience. Applicants must use the information below to determine which instructions are applicable to their organization. Failure to

provide a past performance chart as an attachment will result in zero points awarded for this rating factor. (6 points as specified below)

Performance Chart Format Instructions

Past H-1B Awardees

Applicants that have received an H-1B-funded grant award from the Department whose period of performance ended within the past five years of the closing date of this announcement are required to provide a Past Performance Chart that includes the following information:

- H-1B grant program name;
- Grant lead and project name;
- Funding amount and period of performance;
- Performance outcome measures achieved (as described further below); and
- Spending rate analysis (as described further below).

To complete the sections on performance outcome measures achieved and spending rate analysis, applicants are required to use the cumulative reported data from the final Quarterly Performance Report (ETA-9136) and the Quarterly Financial Report (ETA-9130) for the grant. If an H-1B grant has not been completed within the last five years, this format should not be used.

Applicants whose data cannot be verified using the final reports of the most recently ended H-1B grant will receive zero points for this rating factor.

Past ETA Grant Awardees

Applicants that have received an ETA grant award that was not an H-1B-funded grant award, whose period of performance ended within the last five years of the closing date of this announcement, are required to provide a Past Performance Chart that includes the following in order to demonstrate if and how the applicant successfully completed and managed the agreement:

- Grant program name;
- Grant lead and project name;
- Grantor name and contact information;
- Funding amount and period of performance;
- Project information/grant objectives;
- Population served;
- Performance outcome measures achieved (as described further below); and
- Spending rate analysis (as described further below).

To complete the sections on performance outcome measures achieved and spending rate analysis, applicants are required to use the cumulative reported data from the final performance report(s) and the Quarterly Financial Report (ETA-9130) submitted for the most recently ended ETA grant award. If an ETA grant has not been completed within the last five years, this format

should not be used.

Past Non-ETA Grantees

Applicants that have received non-ETA assistance agreements (federal or non-federal grants and cooperative agreements but not federal contracts) whose period of performance ended <u>within the past five years</u> of the closing date of this announcement, but have not had an ETA grant, are required to provide a Past Performance Chart that demonstrates if and how the applicant successfully completed and managed the agreement and that the federally and/or non-federally funded assistance agreement is similar in size, scope, and relevance to the proposed project. The chart must include the following:

- Project name;
- Grantor name and contact information;
- Funding amount and period of performance;
- Project information/grant objectives;
- Population served;
- Performance outcome measures achieved (as described further below); and
- Spending rate analysis (as described further below).

To complete the sections on performance outcome measures achieved and spending rate analysis, applicants must use the cumulative final reported performance data and applicable financial report submitted for their agreement. If a federally and/or non-federally funded assistance agreement has not been completed within the last five years, this format should not be used.

For non-ETA grants, the chart must be signed by the grantor, or a letter must be provided from the grantor verifying the data provided in response to the requested performance outcome measures achieved and spending rate analysis. **Past Non-ETA Grantees that fail to provide a chart signed by the grantor (or a chart accompanied by a letter signed by the grantor) will result in zero points being awarded for the Past Performance – Programmatic Capability criterion (10 points).** This letter must be on grantor letterhead and contain contact information for the grantor.

1. Performance Outcome Measures Achieved (4 Points)
The Past Performance Chart must include the following four indicators in the Performance Outcome Measures Achieved section, which ETA views 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 employment and training project:

- **Measure 1:** Total number of participants enrolled in training out of the total number of participants served
- **Measure 2:** Total number of participants who completed training out of the total number of participants enrolled in training
- **Measure 3:** Total number of participants who completed training and attained credentials out of the total number of participants enrolled in training

- **Measure 4:** Total number of participants who entered employment out of the total number of participants enrolled in training

For each of the four measures, the applicant must list and identify the numerator and the denominator from the final grant report submitted and show the calculated percentage for each. Failure to provide accurate, verifiable percentages using the numerators and denominators for each past performance measures from the final submitted report from the most recent completed grant will result in zero points for this subsection. Applicants that have not completed an H-1B or ETA grant may substitute a different measure if the substituted measure is applicable to the performance outcome measures required in this FOA, clearly identifies and defines the measure, and provides the same data (i.e., numerator, denominator, and calculated percentage). DOL reserves the right to disqualify measures that are determined not to be sufficiently similar to the measures above and award zero points for non-qualifying measures.

Applicants will receive points based on past performance on the four measures demonstrated in the performance chart as follows:

- Applicants achieving 80% or above on all four performance measures for their most recently completed grant will receive 4 points for this subsection.
- Applicants achieving 80% or above on three performance measures for their most recently completed grant will receive 3 points for this subsection.
- Applicants achieving 80% or above on two performance measures for their most recently completed grant will receive 2 points for this subsection.
- Applicants achieving 80% or above on one performance measure for their most recently completed grant will receive 1 point for this subsection.
- Applicants that did not achieve 80% or above on any performance measure or where performance measures cannot be verified for their most recently completed grant will receive 0 points for this subsection.

2. Spending Rate Analysis (2 Points):
Applicants must submit, as part of the Past Performance Chart described above, the total grant amount and the percentage of grant funds spent **during the original period of performance** for the grant as identified through the Past Performance Chart Instructions specified above. Applicants will receive points for their spending rate, as demonstrated in the chart they provide in the Spending Rate Analysis section, as follows:

- Applicants that expended at least 98 percent of the grant funds for their most recently completed grant will receive 2 points.
- Applicants that expended at least 80 percent but less than 98 percent of the grant funds for their most recently completed grant will receive 1 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:

Grant Project Name: (All grants)

Grant Lead: (H-1B or ETA grants only)					
Grantor Contact - Name, Title, E-mail Address, and Telephone Number: (ETA or non-ETA grants only – non-ETA grants must also include signature)					
Funding Amount and Project Period of Performance: (All grants)					
Project Information/Grant Objectives: (ETA or non-ETA grants only)					
Population Served: (ETA or non-ETA grants only)					
Performance Outcome Measures Achieved: (All grants)					
Performance Indicator	**Numerator**	**Denominator**		**Fraction**	**Percentage Achieved**
Measure 1	*Number of Participants Enrolled in Training: 105*	*Number of Participants Served: 115*		*105/115*	*91%*
Measure 2	*Number of Participants Completed Training: 100*	*Number of Participants Enrolled in Training: 105*		*100/105*	*95%*
Spending Rate Analysis: (All grants)					
Grant Funds Received:	**Grant Funds Spent by end of the Original Period of Performance:**		**Total Spent / Total Grant Funds**		**Percentage Rate of Spending:**
Example: $1,000,000	*$800,000*		*$800,000/ $1,000,000*		*80%*

f. Budget and Budget Narrative (Up to 2 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.

   i. **Feasibility of Budget for Meeting Project Goals (2 Points)**

Applicants must describe the following:

- How the budget is reasonable and feasible based on the activities outlined in the Project Narrative;
- How the proposed expenditures will support the grant project's development or scaling of worker-centered sector strategy programs to train individuals in middle- to high-skilled

occupations in advanced manufacturing; information technology; and professional, scientific, and technical services that support renewable energy, transportation, or broadband infrastructure sectors while advancing equity and job quality; and

- How key personnel have been allocated time necessary to achieve project results.

g. Priority Consideration: Smaller and Rural Communities (2 points)

Applicants in either track that demonstrate in their application that they are serving smaller and/or rural communities, as defined in Appendix E. Key Definitions, will receive two priority consideration points toward their overall application score. Applicants will not receive additional points for multiple smaller/rural community areas within the proposed physical service area.

To receive points applicants must describe the following:

- Clearly identify any of the counties in the proposed service area that meet the definition in Appendix E.
- Provide supporting data/documentation including the information source(s) utilized. Applicants may use the data provided through the Health Resources and Services Administration (HRSA) Federal Office of Rural Health Policy (https://www.hrsa.gov/rural-health/about-us/what-is-rural/data-files) to assist in documenting that the proposed service area includes smaller and/or rural communities, or other relevant sources, but must identify what source was used. (2 points)

4. Attachments to the Project Narrative
In addition to the Project Narrative, you must submit attachments. You must clearly label all attachments. We will exclude only those attachments listed below from the page limit. The Budget and Budget Narrative 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 III.C.1 for a list of items that will result in the disqualification of your application. Should you be selected for an award, the information provided in your abstract may be published to a public facing website as a summary of your project. The abstract must include the following:

- Lead applicant organization name
- Lead applicant entity organization type
- Lead applicant location (city and state)
- Names of required partners
- Names of optional partners
- Geographic scope
  - Identify scope: local/regional, statewide, or national
  - A description of the area to be served, and identification of the specific location(s) where grant services will be provided: (e.g., cities, counties, or state(s))
  - Identify if the area to be served includes smaller and/or rural communities as defined in the FOA
- Total federal funding requested
- Total leveraged funds proposed
- Total match proposed (Scaling Track Only)
- Project title/name
- Proposed number of participants who start training (Outcome Projection #2 from the submitted Performance table)
- Summary of grant purpose and employment and training activities offered
- Target population(s) to be served
- The selected training track (Development or Scaling Track)
- Targeted infrastructure sector(s)
- Targeted occupations
- Recognized postsecondary credentials offered
- Subrecipient roles: List all subrecipients and the roles (activities) they will fill on the proposed project. Roles should be aligned to proposed workplan.
- Public contact information

b. Requested Attachments

We request the following attachments, but their omission will not cause us to disqualify the application. The omission of the attachment will, however, impact 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.e for additional instructions.

These documents must be uploaded as an attachment to the application package and labeled "Past Performance."

(2) Letters of Commitment, MOUs, or Partnership Agreements

Submit signed and dated letters of commitment, memoranda of understanding, partnership agreements, or other types of signed agreements between the applicant and partner

organizations and/or sub-grantees that propose to provide services to support the program model and lead to the identified outcomes. See Section III.A.3.

These letters must be uploaded as an attachment to the application package and labeled "Letters of Commitment."

(3) 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.

This document must be uploaded as an attachment to the application package and labeled "NICRA."

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

(5) Performance Outcome Measures and Tracking Indicators Table
Applicants must provide a performance outcome measures and tracking indicators table that identifies the four performance outcome measures and two tracking indicators along with the total end-of-grant numerical targets for each measure. (See Appendix B for a sample format).

(6) Project Workplan and Timeline
Applicants will be scored on the completion and detail of the Project Work Plan as described in Section IV.B.3. See Appendix C for a suggested template.

(7) Past Performance Chart
Applicants must provide a past performance chart that shows the performance outcome measures achieved and spending rate analysis for a grant initiative completed in the past five years from the closing date of this analysis. (See Section IV.B.3.e for a sample format).

(8) Smaller and Rural Communities Documentation
If the applicant is proposing to serve smaller or rural communities for priority consideration, they must provide supporting data/documentation including the information source(s) utilized.

(9) OLMS "Union Search" Documentation
For applicants proposing service areas where worker organizations, labor-management organizations, or labor unions may not be actively operating, in lieu of the letter of commitment or related documentation from the required union/worker/labor-management organization, such applicants must use the OLMS Union Search Tool to verify the lack of union presence by providing the search records as an attachment.

(10) For Scaling Track Applicants Only: Documentation of An Effective Sector Strategy Program

Applicants under the Scaling Track must provide documentation that they have effectively implemented a sector strategy program. See Appendix E for the definition of "Scaling effective sector strategy programs," which provides examples of acceptable documentation.

C. SUBMISSION DATE, TIME, PROCESS AND ADDRESS

Due Date for Applications:
July 07, 2023
You must submit your application electronically on https://www.grants.gov **no later than 11:59 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 11:59 p.m. Eastern Time on the closing date. We will not accept applications sent by hard-copy, e-mail, telegram, or facsimile (FAX).

1. Hardcopy Submission
No applications submitted in hardcopy by mail or hand delivery (including overnight delivery) will be accepted for this funding opportunity.

2. Electronic Submission through Grants.gov

Applicants submitting applications must ensure successful submission **no later than 11:59 p.m. Eastern Time on the closing date**. Grants.gov will subsequently validate the application.

The process can be complicated and time-consuming. We strongly advise you 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 verifies only 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. 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://grantsapplicationandmanagement.workforcegps.org/resources/2022/05/10/15/23/How-to-Apply-for-a-Grant.

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, contact one of the following:

- 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
We will consider only applications successfully submitted through Grants.gov no later than 11:59 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.**

D. INTERGOVERNMENTAL REVIEW

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

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.

Indirect Costs

As specified in the Uniform Guidance Cost Principles, indirect costs are those that are 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 Modified Total Direct Costs (see DOL's definition below) 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 does not have a current negotiated (including provisional) rate, with the exceptions noted at 2 CFR Part 200.414(f) in the Cost Principles, may elect to charge a de minimis rate of 10 percent of modified total direct costs (see DOL's definition below), which may be used indefinitely. If chosen, this methodology once elected must be used consistently for all Federal awards until such time as the non-Federal entity chooses to negotiate for a rate, which the non-Federal entity may apply to do at any time. (See 2 CFR Part 200.414(f) for more information on use of the de minimis rate.)

Modified Total Direct Cost Definition: To avoid a serious inequity in the distribution of indirect costs, DOL defines MTDC as all direct salaries and wages, applicable fringe benefits, materials and supplies, services, travel, and up to the first $25,000 of each subaward or subcontract (regardless of the period of performance of the subawards or subcontracts 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 or subcontract in excess of $25,000.

Intellectual Property Rights

Pursuant to 2 CFR Part 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.

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."

Credential Transparency

The Department wishes to ensure that individuals, employers, educators and training providers have access to the most complete, current and beneficial information about providers, programs credentials, and competencies supported with these public, federal funds. To this end, the Department requires that information about all credentials (including but not limited to diplomas, badges, certificates, certifications, apprenticeships, licenses, and degrees of all levels and types) and competencies (knowledge, skills and abilities) developed or delivered through the use of these public federal funds be made publicly accessible through the use of linked open data formats that support full transparency and interoperability, such as through the use of credential transparency description language specifications. ETA will provide specific guidance and technical assistance on data elements to include in the published open data, such as information about the credential provider, the credential and its associated competencies, delivery mode, geographic coverage, the industry sector(s) and occupation(s) for which the credential was developed, related assessments, related accreditations or other quality assurances where appropriate, costs, and available outcomes.

Use of Grant Funds for Training and the Collection of Employment Outcomes

a. On-the-Job Training (OJT)

Under this Announcement, on-the job training (OJT) is available only for unemployed and underemployed individuals. Incumbent workers are not eligible for OJT under this FOA, and grantees are specifically prohibited from spending grant funds on payment of wages of

incumbent workers. OJT is provided under a contract with an employer in the private nonprofit or private for-profit sector. Under the OJT contract, the employer pays wages to the participant, and occupational training is provided for the participant in exchange for the reimbursement to the employer of a percentage of the participant's wage rate to compensate for the employer's extraordinary costs of training the individual (subject to the policy exceptions described below).

The OJT agreement may not be with an employer who has previously exhibited a pattern of failing to provide OJT participants with continued long-term employment with wages, benefits, and working conditions that are equal to those provided to regular employees who have worked a similar length of time and are doing the same type of work. The OJT contract must be limited to the period required for a participant to become proficient in the occupation for which the training is being provided. Funds provided to employers for OJT must not be used to directly or indirectly assist, promote, or deter union organizing.

The following are additional restrictions for OJT:
i. Eligible participants cannot be currently employed by the employer;
ii. Participant OJT placements may only be reimbursed for private for-profit and nonprofit sectors. While the grant allows for public sector OJT placements, they are not allowed to be reimbursed for any portion of the training costs with grant funds;
iii. No placement may be made through staffing agencies providing workers on a temporary basis to employers for which the agency receives compensation from an employer; and
iv. The period of reimbursement should be an adequate length to ensure the participant has acquired the technical skills needed for employment, but no longer than 12 months. Individuals may not be co-enrolled in other programs for the purpose of extending OJT employer reimbursement beyond 12 months. Twelve months exceeds the average length of time for current OJT activities; therefore, grantees should negotiate contracts with employers that lead transitioning participants to permanent employment as soon as possible. Grantees may establish contracts that will be longer than 12 months for multiple participants; however, the reimbursement for each individual that participates in OJT cannot be longer than 12 months.

The negotiated reimbursement percentage for OJT may be as high as 50 percent of the participant's hourly wage. The Department encourages grantees to negotiate lower rates or variable rates (such as starting at the maximum allowable reimbursement rate and reducing the subsidy over time) where possible to ensure that the maximum number of participants will be served by the project.

   b. **Registered Apprenticeship Programs (RAPs)**

Organizations may use grant funds awarded under the DOL Building Pathways to Infrastructure Jobs Grant Program FOA to reimburse a portion of a Registered Apprentice's work-based learning costs to employers.

For grants awarded under this FOA, the negotiated reimbursement percentage of an apprentice's work-based learning costs may be as high as 50 percent of the participant's hourly wage. We also encourage grantees to negotiate lower rates or variable rates (such as starting at the maximum allowable reimbursement rate and reducing the subsidy over time), where possible, to ensure that the maximum number of apprentices will be served by the grant project. The

following are additional restrictions for use of grant funds for work-based learning registered apprenticeships:

i. Participant placements may occur only in private for-profit and nonprofit sectors (e.g., the grant does not allow for public sector placements); and
ii. No placement may be made in staffing agencies providing workers on a temporary basis to employers for which the agency receives compensation from an employer.

   c. **Work Experience and Internships**

Work experience and internships are both planned, structured learning experiences that take place in a workplace for a limited period of time. For the purposes of the grants under the DOL Building Pathways to Infrastructure Jobs Grant Program FOA, work experiences and internships must be paid. Wages and stipends may be paid either directly to participants or to the employer partner for the purposes of reimbursing participant wages. Fair wage and labor standards apply where an employee/employer relationship exists, as defined by the Fair Labor Standards Act (FLSA). For more information on the FLSA, applicants may visit http://www.dol.gov/whd/.

For a work experience or internship that supports training, grantees will need to document how the work experience or internship is connected to and supports the education and training activities included in the grant. Grantees have flexibility in the design and implementation of work experience and internships but such opportunities must meet the following parameters:

i. Provide an individual with monitored or supervised work or service experience in their expected career field where the individual has prescribed learning goals and reflects actively on what they are learning throughout the experience. These learning goals may include: (a) academic learning, career development, and skill development; and (b) the attainment of credentials in the individual's expected career field;
ii. Are part of structured programs where the grantee established the criteria for determining who will participate in these programs;
iii. Are for a set time period; and
iv. Lead to a recognized postsecondary credential or are supplemented with additional training leading to a recognized postsecondary credential or employment during the grant period of performance.

Leveraging WIOA funds for the purposes of providing paid work experience is also encouraged. Grantees may refer to TEGL 21-16: *Third Workforce Innovation and Opportunity Act (WIOA) Title I Youth Formula Program Guidance* for additional technical assistance guidance on policies and procedures for work experience and internships.

   d. **Incumbent Worker Salaries**

For grantees that are serving incumbent workers, incumbent worker salaries paid by the employer are NOT allowable costs to be reimbursed under this grant.

   e. **Use of Funds for Supportive Services**

Grantee may use up to 15 percent of grant funds to provide the required supportive services for training participants. Under this FOA, supportive services are those necessary to enable an

individual to participate in and successfully complete education and training activities funded through this grant program. Examples of such services include, but are not limited to, childcare, dependent care, transportation, mental health counseling, books, academic fees, supplies, parking, printing, tutoring, licensing exam fees, professional dues, housing, and needs-related payments that are necessary to enable an individual to participate in education and training activities. Grantees may fund supportive services through various means, including providing the actual supportive service (e.g., childcare), providing participants with a voucher for the service (e.g., public transportation cards or tokens), or providing a stipend directly to the participant. Where stipends for supportive services are provided, the stipend amount must be for costs of a specific supportive service (e.g., childcare), rather than simply based on an unidentified need.

For the purposes of this FOA, grantees may use grant funds, up to the percentage specified above, to provide supportive services only to individuals who are participating in education and training activities provided through the grant when such services are necessary to enable individuals to participate in education and training activities under the grant. Grantees may establish additional limits on the provision of supportive services or provide their sub-recipients with the authority to establish such limits, including a maximum amount of funding and maximum length of time for supportive services to be available to participants. Grantees must ensure that their use of grant funds for supportive services is consistent with their organization's established written policy on the provision of supportive services, and must ensure that costs are reasonable, necessary, allowable, and allocable to the ETA grant award.

ETA strongly encourages grantees to leverage other sources of funding for supportive services such as WIOA, human services programs, and other community partners. When a participant is eligible for human services or other programs, we recommend reserving grant funds for those participants that need support but are not eligible for other assistance.

Please note that reasonable accommodations provided to participants are not subject to the 15 percent funding cap for supportive services. See Appendix E for a definition of reasonable accommodation.

f. **Incentive Payments to Collect Employment Outcomes**

DOL Building Pathways to Infrastructure Jobs grantees may use up to 1.5 percent of grant funds for the provision of gift cards or other types of incentive payments to participants for providing information on grant outcomes (such as credential attainment or employment status) after they complete their training program, for the purposes of accurately reporting performance outcomes to the Department. Grantees are prohibited from utilizing grant funds to provide incentive payments for any other purpose. These incentive payments must be tied to the goals of the grant. Grantees must have policies and procedures in place governing the awarding of incentive payments to participants and the incentives provided under the grant must comply with these organizational policies.

g. **Grant Profit**

For all grant recipients and sub-recipients, the earning of profit is not an allowable cost item. Earnings above actual costs incurred are to be treated as program income. Any program income earned must be used for program purposes.

h. **Subrecipient Awards**

The Department expects the lead applicant has the organizational capacity to implement the proposed program design. The Department strongly discourages applications that result in a "pass-through" of grant funds to a third-party entity (i.e., where the lead applicant sub-awards the majority of grant funds and operational activities to a single subrecipient). Experience has shown that grant projects where the lead applicant is only nominally involved with operational aspects of the grant, delegating grant administration and operational control to a pass-through entity, increases the risk for compliance and performance-related issues that can negatively impact grant performance and sustainability of the program.

Applicants that include subrecipients are strongly encouraged to ensure there is adequate staff and resources allocated to manage and oversee any subrecipients. Additionally, applicants that have allocated a majority of the total grant award to one or more subrecipients will be assessed during the post-award ETA compliance review process to ensure effective grants management.

In the Budget Narrative (under the "Contractual" line item), applicants must clearly outline all sub-recipient allocations. (See Section IV.B.2.a.)

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.

Section IV.B.3 (Project Narrative) of this FOA has several "section headers" (e.g. IV.B.3.a), Statement of Need). Each of these "section headers" of the Project Narrative may include one or more "criterion," and each "criterion" includes one or more "rating factors," which provide detailed specifications for the content and quality of the response to that criterion. Each of the rating factors have specific point values assigned. These point values are the number of points possible for the application to earn for the rating factor.

Criterion	Points (maximum)
Statement of Need	10 total

Criterion	Points (maximum)
(See Section IV.B.3.a. Statement of Need)	
Expected Outputs and Outcomes (See Section IV.B.3.b. Expected Outcomes and Outputs)	16 total
Project Design (See Section IV.B.3.c. Project Design)	54 total
Organizational, Administrative, and Fiscal Capacity (See Section IV.B.3.d. Organizational, Administrative, and Fiscal Capacity)	8 total
Past Performance – Programmatic Capability (See Section IV.B.3.e. Past Performance – Programmatic Capability)	10 total
Budget and Budget Narrative (See Section IV.B.2. Project Budget)	2 total
Priority Consideration: Service Area includes smaller and/or rural communities (See Section IV.B.3.a.iii.)	2 total
TOTAL	**102**

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

Standard Rating	Definition	Standard for Calculating 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.

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, availability 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), and Sam.gov. 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 the following:

1. Financial stability;

2. Quality of management systems and ability to meet the management standards prescribed in the Uniform Grant Guidance;
3. 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;
4. 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;
5. The applicant's ability to effectively implement statutory, regulatory, and other requirements imposed on recipients.

NOTE: As part of ETA's Risk Review process, the Grant Officer will determine the following:

- 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 RISK 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. Applicant Legal Name (as it appears in SAM.gov):

a. When was the organization founded/incorporated *(month, day, year):* c. Employer Identification Number: d. Number of Employees Full Time: Part Time:	b. Principal Officers Names, Title, Email Address President/Chair Board of Directors: Chief Executive Officer: Chief Financial Officer: Accounting/Budget Officer:

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, nonprofit, 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	

NOTE: Provide a detailed response (on a separate page on your organization's letterhead and signed/dated by a Principal Officer) for any items 2-9 of Section C that have "No" or "Not Sure" answer(s), providing enough information to clearly reflect the expertise of the organization in these areas.

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.

U.S. DEPARTMENT OF LABOR -EMPLOYMENT AND TRAINING ADMINISTRATION (ETA) **FUNDING OPPORTUNITY ANNOUNCEMENT: FINANCIAL SYSTEM RISK ASSESSMENT**		
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? If so, who approved it (Federal Cognizant Agency or a Pass-through Entity)? What are the effective dates?	Yes No Not Sure	
8. Does the accounting/financial system include budgetary controls to preclude incurring obligations in excess of: a. Total funds available for a grant? b. Total funds available for a budget cost category (e.g. Personnel, Travel, etc)?	Yes No Not Sure 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		
2. If an independent CPA review was performed please attach a copy of their latest report and any management letters issued. Enclosed N / A		

<table>
<tr><td colspan="3" style="text-align:center">U.S. DEPARTMENT OF LABOR -EMPLOYMENT AND TRAINING ADMINISTRATION
(ETA)
FUNDING OPPORTUNITY ANNOUNCEMENT: FINANCIAL SYSTEM RISK ASSESSMENT</td></tr>
<tr><td colspan="3">3. If an independent CPA was engaged to perform a review and no report was issued, please provide details and an explanation below:</td></tr>
<tr><td></td><td>SECTION F: ADDITIONAL INFORMATION</td><td></td></tr>
<tr><td colspan="3">1. Use this space for any additional information (indicate section and item numbers if a continuation)</td></tr>
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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 not to fund any application related to this FOA.

B. ADMINISTRATIVE AND NATIONAL POLICY REQUIREMENTS

1. Administrative Program Requirements

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. Appeal – This program is authorized under section 414(c) of the American Competitiveness and Workforce Improvement Act of 1998 (ACWIA), as amended (codified at 29 USC 3224a). Therefore, appeal under sections 186 of the Workforce Investment Act or the Workforce Innovation and Opportunity Act is not available.

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.dol.gov/agencies/eta/grants/resources.

2. Other Legal Requirements

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. As stated in 29 CFR 2.32(a), religious organizations are eligible on the same basis as any other organization, to seek DOL support or participate in DOL programs for

which they are otherwise eligible. Guidance from DOL is found at
https://www.dol.gov/agencies/oasam/grants/religious-freedom-restoration-act/guidance.

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 Part 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 the Government Funding Transparency Act of 2008, Pub. Law 110-252, Title VI, Chap. 2, Sec. 6202), 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 you 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://www.govinfo.gov/content/pkg/CFR-2021-title2-vol1/pdf/CFR-2021-title2-vol1-part170-appA.pdf.

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

1. 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);
2. Federal awards to entities that had a gross income, from all sources, of less than $300,000 in the entities' previous tax year; and
3. 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 of Labor 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 conducted through or during the course of performance of this grant will be conducted in a manner consistent with applicable federal law and TEGL 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

the handling of confidential information: You must ensure that PII and sensitive data developed, obtained, or otherwise associated with DOL/ETA funded grants is securely transmitted.

i. 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.

ii. 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.

iii. 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.

iv. 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.

v. 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.

vi. 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.

vii. You must not extract information from data supplied by ETA for any purpose not stated in the grant agreement.

viii. 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.

ix. 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.

x.   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.

xi.   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.

xii.   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 Part 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), non-profit 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 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 Part 200.308(c)(6) regarding prior approval requirements for subawards. When awarding subawards, you are required to comply with provisions on government-wide suspension and debarment found at 2 CFR Part 180 and codified at 2 Part CFR Part 2998.

g. Closeout of Grant Award

Any entity that receives an award under this Announcement 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.dol.gov/sites/dolgov/files/ETA/grants/pdfs/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

a. ETA 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; and (3) in the case of an impact analysis, facilitate the assignment by lottery of participants to 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 by the 15th day of the second month after 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 20-19 and our webpage at https://www.dol.gov/agencies/eta/grants/management/reporting.

2. Quarterly Performance Reports

The grantee must submit a quarterly performance report by the 15th day of the second month after 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 by the 15th day of the second month after 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 Ariam Ferro, Grants Management Specialist, Office of Grants Management, at IN_FOA-ETA-23-31@dol.gov. Applicants should e-mail all technical questions to IN_FOA-ETA-23-31@dol.gov and must specifically reference FOA-ETA-23-31, and along with question(s), include a contact name, and phone number. This Announcement is available on the ETA website at https://www.dol.gov/agencies/eta/grants and at https://www.grants.gov.

VIII. OTHER INFORMATION

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 Service Locator function within the CareerOneStop webpage which provides a directory of the nation's American Job Centers, also known as one-stop centers, (https://www.careeronestop.org/LocalHelp/service-locator.aspx); and the Occupational Information Network (O*NET) Online (https://online.onetcenter.org), which provides occupational competency profiles.

The Career Trajectories and Occupational Transitions Dashboard (Career Trajectories and Occupational Transitions Dashboard | U.S. Department of Labor (dol.gov) https://www.dol.gov/agencies/oasp/evaluation/resources/career-trajectories-and-occupational-transitions-dashboard is an interactive tool that allows users to view data from four nationally representative longitudinal surveys and online career profiles that capture workers' career trajectories and transitions as they occur in the labor market. The dashboard focuses on "mid-level" occupations – those that typically require education or experience beyond a high school diploma or equivalent, but less than a four-year degree.

B. INDUSTRY COMPETENCY MODELS AND CAREER CLUSTERS

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://www.workforcegps.org.

We encourage you to view the online tutorials, "Grant Applications 101: A Plain English Guide to ETA Competitive Grants," and "Grants Application 101: Budgetary Forms - SF-424, 424A, 424B, and Budget Narrative" available through WorkforceGPS at https://grantsapplicationandmanagement.workforcegps.org/resources/2022/05/10/15/23/How-to-Apply-for-a-Grant.

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://grantsapplicationandmanagement.workforcegps.org/ 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 DOL'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.

IX. OMB INFORMATION COLLECTION

OMB Information Collection No 1225-0086, Expires July 31, 2025.

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 50 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. SEND ONLY 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.

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 04/05/2023 in Washington, D.C. by:
Brinda Ruggles
Grant Officer, Employment and Training Administration

APPENDIX A: H-1B INDUSTRIES AND OCCUPATIONS

The DOL Building Pathways to Infrastructure Jobs Grant will fund projects that support well-paying middle- and high-skilled jobs. These grants will support advanced manufacturing, information technology, and/or professional, scientific, and technical services occupations that support renewable energy, transportation, and/or broadband infrastructure sectors to upskill the present workforce and innovate how to train and build a pipeline for the future workforce. For the purposes of this FOA, advanced manufacturing, information technology, and professional, scientific, and technical services occupations may include, but are not limited to the below industries (identified with North American Industry Classification System (NAICS) codes where available) and occupations (identified with O*NET Standard Occupational Classification (SOC) codes where available):

Advanced Manufacturing occupations that support:

- Renewable energy generation and storage (NAICS 22111, 221116, 221117)
- Wind and solar energy production (NAICS 222115 and 222114)
- Renewable and sustainable fuels (NAICS 32512)
- Electric motors and hybrid engines (NAICS 335312 and 3336)
- Battery manufacturing (NAICS 33591)
- Electrical vehicle manufacturing (NAICS 3361)
- Grid integration technologies (NAICS 3353)
- Energy-efficiency technologies
- Semi-conductor manufacturing (NAICS 3344 and 333242)
- Telecommunications (broadband) equipment (NAICS 33592)
- Transportation systems (NAICS 336)

Examples of advanced manufacturing occupations that support renewable energy, transportation, and broadband sectors include:

- Inspectors, Testers, Sorters, Samplers, and Weighers (Quality Assurance) (O*NET 51-9061.00)
- Assemblers and Fabricators, All Other (O*NET 51-2099.00)
- Machinists (O*NET 51-4041.00)
- Electrical and Electronic Equipment Assemblers
- Electromechanical Equipment Assemblers (O*NET 51-2023.00)

Information Technology occupations that support:

- Smart grids (NAICS 22112)
- Smart cities
- Software development (NAICS 541511)
- Cybersecurity
- Advanced logistics (NAICS 488 and 541614)
- Fiber optic cabling and broadband infrastructure (NAICS 237130)

Examples of information technology occupations that support renewable energy, transportation, and broadband sectors include:

- Software Developers (O*NET 15-1252.00)
- Software Quality Assurance Analysts and Testers (O*NET 15-1253.00)
- Network and Computer Systems Administrators (O*NET 15-1244.00)
- Computer Systems Analysts (O*NET 15-1211.00)

Professional, Scientific, and Technical Services (NAICS 54171) occupations that support

- Renewable energy
- Transportation
- Broadband

Examples of **professional, scientific, and technical services** occupations that support renewable energy, transportation, and broadband sectors include:

- Telecommunication Equipment Installers and Repairers, Except Line Installers (O*NET 49-2022.00)
- Telecommunications Line Installers and Repairers (O*NET 49-9052.00)
- Civil Engineers (incl. Transportation Engineers) (O*NET 17-2051.00)
- Civil Engineering Technologists and Technicians (O*NET 17-3022.00)
- Computer Network Support Specialists (O*NET 15-1231.00)
- Computer Network Architects (O*NET 15-1241.00)
- Calibration Technologists and Technicians (O*NET 17-3028.00)
- Electrical and Electronic Engineering Technicians (O*NET 17-3023.00)
- Engineering Technologists and Technicians, except Drafters, All Other (O*NET 17-3029.00)
- Mechanical Drafters (O*NET 17-3013.00)
- Transportation Planners (O*NET 19-3099.01)
- Quality Control Analysts (O*NET 19-4099.01)
- Commercial and Industrial Designers (O*NET 27-1021.00)
- Construction Managers (O*NET 11-9021.00)

Applicants that propose to train individuals in occupations that fall outside of these industries must provide data showing that they are in-demand occupations for which a significant number of H-1B visas have been certified and support advanced manufacturing, information technology, and/or professional, scientific and technical services occupations related to renewable energy, transportation, and/or broadband infrastructure sectors. This may be shown by using the data provided on DOL's Foreign Labor Certification Data Center Web site.

To view specific occupations for which H-1B visas have been certified, visit DOL's Foreign Labor Certification Data Center Web site (http://www.foreignlaborcert.doleta.gov/performancedata.cfm and select the "Data Disclosure" tab for the latest database of occupations approved under H-1B petitions.

APPENDIX B: SUGGESTED PERFORMANCE OUTCOME MEASURES AND TRACKING INDICATORS TABLE

DOL Building Pathways to Infrastructure Jobs Grant Program Performance Outcome Measures and Tracking Indicators

	H-1B PERFORMANCE OUTCOME MEASURES AND TRACKING INDICATORS	
	Performance Outcome Measures and Tracking Indicators	**Numerical Targets (cumulative 5-year totals)**
	TRACKING INDICATORS	
1	**Total number of participants served (cumulative 5-year total)** This tracking indicator includes the total number of unique participants who receive a grant-funded service during the grant period of performance after they are deemed eligible for the program. Note: *Applicants are required to provide annual and cumulative target for the total number of participants served; however, this data will not be treated as a performance outcome measure.*	
2	**Total number of participants who began receiving education/job training activities (cumulative 5-year total)** This tracking indicator includes only unique participants, and the target should not exceed the total number of participants served. Note: *Applicants are required to provide annual and cumulative targets for the total number of participants who began receiving education/job training activities; however, this data will not be treated as a performance outcome measure.*	
	PERFORMANCE OUTCOME MEASURES	

1	**Total number of participants who completed education/job training program activities (cumulative 5-year total)** This performance outcome measure includes only unique participants, and the target should not exceed the total number of participants who began receiving education/job training activities.	
2	**Total number of participants who completed education/job training program activities and obtained a credential (cumulative 5-year total)** This performance outcome measure includes only unique participants, and the target should not exceed the total number of participants who completed education/job training program activities.	.
3	**Total number of unemployed and underemployed participants who completed education/job training program activities and entered unsubsidized employment** This performance outcome measure includes only unique participants who are unemployed and underemployed (as defined in Section III.C.3. Eligible Participants), and the target should not exceed the total number of participants who completed education/job program training activities. Note that the sum of the targets for this performance outcome measure and Performance Outcome Measure #6 should not exceed the total number of participants who completed education/job training program activities. Incumbent workers should not be included in this outcome.	
4	**Total number of incumbent worker participants who completed education/job training program activities and advanced into a new position** This performance outcome measure includes only unique participants who are incumbent workers (as defined in Section III.C.3. Eligible Participants), and the target should not exceed the total number of participants who completed education/job program training activities. Note that the sum of the targets for this performance outcome measure and Performance Outcome Measure #5 should not exceed the total number of participants who completed education/job training program activities. Incumbent workers who do not advance into a new position (i.e., who retained their existing position) with their current employer or a new employer following the completion of a training program should	

not be included in this outcome. *If an applicant is not proposing to offer services to incumbent workers the applicant should not submit a target for this performance outcome measure and should note it here.*	

Tracking Indicator Definitions

- **Total number of participants served:**
  - o This tracking indicator is defined as the total number of all unique individuals determined eligible to be served by the program who receive a grant-funded service during the period of performance. Individuals who receive only a determination of eligibility to participate in the program but do not begin receiving services are NOT considered participants.

- **Total number of participants who began receiving education/job training activities:**
  - o This tracking indicator is defined as the total number of participants that receive allowable training services as part of grant-funded education or training activities.

Performance Outcome Measure Definitions

- **Total number of participants who completed education/job training program activities:**
  - o This performance outcome measure is defined as the total number of participants who complete, during program participation, an education or training program that leads to a recognized postsecondary credential, or a training program that leads to employment.
  - o A participant's education/training activities may be one training or a series of courses or activities. Program completion for a participant is when a participant has completed all the intended grant-funded training provided to the individual during the grant period of performance. Grantees must determine when a participant has completed all the intended grant-funded training services established for the individual during the grant period of performance based on the proposed program design.

- **Total number of participants who completed education/job training program activities and obtained a credential:**
  - o This performance outcome measure is defined as the total number of participants who completed a grant-funded education or training program and earned a recognized postsecondary credential.

- **Total number of unemployed and underemployed participants who completed education/job training program activities and entered unsubsidized employment:**
  - o This performance outcome measure refers to participants whose employment status at program entry is either unemployed or underemployed (see Section

III.C.3.). It includes unemployed participants that are placed into employment and underemployed participants that entered a new position of employment.
   - o Participants included in this measure must complete all the intended grant-funded training provided to the individual during the grant period of performance and <u>enter new employment</u>.

- **Total number of incumbent worker participants who completed education/job training program activities and advanced into a new position:**
   - o This performance outcome measure refers to those participants whose employment status at program entry is an incumbent worker (see Section III.C.3.) and who advance into a new position within three quarters of completion of the training program.
   - o Participants included in this measure must complete all the intended grant-funded training provided to the individual during the grant period of performance and <u>advance to a new position</u> with their current employer or with a new employer.
   - o Incumbent workers typically have a new job title and description upon advancement into a new position. However, as long as the new competencies are used in the job position after program completion and the change can be documented, the incumbent worker may be counted as having advanced into a new position with the employer or a new employer even if a new title is not conferred on the incumbent worker.

Please Note:

- Applicants should provide targets in raw numbers; percentages or other types of data projections are not acceptable.
- Applicants should provide targets for the total grant period.

While applicants are required to propose targets for the performance outcome measures and tracking indicators identified in Section IV.B.3.b. Expected Outcomes and Outputs, which are specific to this FOA, they will also be required to report participant data in alignment with outcome measures identified in Section 116 of WIOA, as applicable, for which no targets are required.

APPENDIX C: SUGGESTED PROJECT WORK PLAN TABLE

Applicants are encouraged to align their goals with specific activities that will meet those goals. Sample activities can include project administration and ramp-up; partnership engagement, outreach and recruitment; enrollment and training; case management services and provision of other supportive services; employment placement; and follow-up tracking of apprentices to collect outcomes. For planning purposes, the applicant should identify key deliverables and the timeframe for achieving each deliverable, including any milestones to indicate progression of activities. The applicant should also provide the name of the lead or supporting institution engaged in each activity or producing each deliverable, including any partner organizations.

Project Goal 1: *Insert goal (Sample: Build Infrastructure to Launch Program) with short description (if applicable)*

	Key Activities	Key Partner(s)	Costs		Time	
1.	*Insert key activity (Sample: Project Administration and Ramp-Up) with description (if applicable)*		**Year 1:**	*$ Insert cost*	**Start Date:**	*MM/DD/YY*
			Year 2:			
			Year 3:			
			Year 4:		**End Date:**	*MM/DD/YY*
			Year 5:			
			TOTAL:			
	Milestones	• *Insert milestone(s) (Sample: Assign project management roles and responsibilities to relevant staff (MM/DD/YY))*				
	Deliverables	• *Insert deliverable(s) (Sample: Hired one new staff member)*				
2.			**Year 1:**		**Start Date:**	
			Year 2:			
			Year 3:			
			Year 4:		**End Date:**	
			Year 5:			
			TOTAL:			
	Milestones	•				
	Deliverables	•				
3.			**Year 1:**		**Start Date:**	
			Year 2:			
			Year 3:			
			Year 4:		**End Date:**	
			Year 5:			
			TOTAL:			

	Milestones	●				
	Deliverables	●				

Project Goal 2:

Key Activities		Key Partner(s)	Costs		Time	
1.			Year 1:		Start Date:	
			Year 2:			
			Year 3:			
			Year 4:		End Date:	
			Year 5:			
			TOTAL:			
	Milestones	●				
	Deliverables	●				
2.			Year 1:		Start Date:	
			Year 2:			
			Year 3:			
			Year 4:		End Date:	
			Year 5:			
			TOTAL:			
	Milestones	●				
	Deliverables	●				
3.			Year 1:		Start Date:	
			Year 2:			
			Year 3:			
			Year 4:		End Date:	
			Year 5:			
			TOTAL:			

		Key Partner(s)	Costs		Time	
Milestones		●				
Deliverables		●				
Project Goal 3:						
Key Activities		**Key Partner(s)**	**Costs**		**Time**	
1.			**Year 1:**		**Start Date:**	
			Year 2:			
			Year 3:			
			Year 4:		**End Date:**	
			Year 5:			
			TOTAL:			
Milestones		●				
Deliverables		1.				
2.			**Year 1:**		**Start Date:**	
			Year 2:			
			Year 3:			
			Year 4:		**End Date:**	
			Year 5:			
			TOTAL:			
Milestones		●				
Deliverables		●				
3.			**Year 1:**		**Start Date:**	
			Year 2:			
			Year 3:			
			Year 4:		**End Date:**	
			Year 5:			
			TOTAL:			

Milestones	●
Deliverables	1.

Please Note: Applicants may replicate this chart in order to submit information on all activities and deliverables proposed during the period of performance.

APPENDIX D: SUGGESTED ABSTRACT FORMAT

Applicants may tailor this template as needed to fit your proposed application, but it must include the information indicated below.

Lead Applicant Organization Name:
Lead Applicant Entity Type (Select One): 1. **National or community-based nonprofit organizations targeting advanced manufacturing, information technology, and/or professional, scientific, and technical services** occupations related to renewable energy, transportation, and/or broadband infrastructure sectors including nonprofit trade, industry, or employer associations representing the identified industries or sectors; 2. **Labor unions, labor-management organizations, and worker organizations** that represent workers in the identified industries or sectors; 3. **Education/Training Provider(s)**: One or more public or private nonprofit education and training providers, including institutions of higher education as defined in Section 101(a) of the Higher Education Act of 1965 (20 U.S.C. 1001); HBCUs, TCUs, and MSIs including PBIs, HSIs, NANTIs, ANNHIs, and AANAPISIs; community and technical colleges and systems; nonprofit and community-based organizations that offer job training, including those organizations that provide training programs included on the State's Eligible Training Provider List under WIOA; 4. **Workforce Development Entities** involved in administering the public workforce system established under WIOA, including State and Local WDBs and Indian and Native American Program entities eligible for funding under WIOA Section 166 (29 U.S.C. 3221); 5. **Economic Development Agencies**, including the District Organization of an EDA-designated Economic Development District (EDD); 6. **Native American Tribal Governments** (Federally recognized) which are defined as the recognized governing bodies of any Indian or Alaska Native tribe, band, nation, pueblo, village, community, component band, or component reservation, individually identified (including parenthetically) in the list published most recently as of the date of enactment of this paragraph pursuant to section 104 of the Federally Recognized Indian Tribe List Act of 1994 (25 U.S.C. 5131); and 7. **State, county, and local governments,** including cities and townships, and State Workforce Agencies (State government agencies that receives funds pursuant to the

Wagner-Peyser Act (29 U.S.C. 49 et seq.) to administer the state's public labor exchange activities or the lead state agency responsible for the administration of WIOA title I activities).

Lead Applicant Location: City and State	

REQUIRED PARTNERS:
The application must identify and include the types of entities listed below, which collectively form the "DOL Building Pathways to Infrastructure Jobs Grant Program Partnership," and any optional partners that support the goals of the DOL Building Pathways to Infrastructure Jobs Grant Program Partnership.

Note: Signed and dated Letters of Commitment or Memoranda of Understanding between the applicant and all required and optional partner organizations
listed below must be provided to receive points.

EMPLOYER PARTNERS

- **Development Track**
  - A representative group, and no less than two (2) employer partners who are committed to hiring opportunities for participants and/or an industry/trade association that represents at least 2 employers in the service area who are committed to hiring opportunities for participants trained through the grant.

- **Scaling Track**
  - A representative group, and no less than four (4) employer partners who are committed to hiring opportunities for participants trained through the grant and who support the employment needs of the skilled workforce being created in those service areas. An applicant may meet this employer partnership requirement by partnering with one or more industry/trade associations that represent multiple employers who are committed to hiring opportunities for participants trained through the grant and operate in the identified service areas.

Name of Employer Partners/Industry/Trade Association:

EDUCATION OR TRAINING PARTNERS List of at least **one (1)** education or training partner.
Name of Education or Training Providers:
Name of the State Apprenticeship Agencies (SAAs): Applicants proposing RAPs in states with federally recognized State Apprenticeship Agencies (SAAs) must include the SAA as a partner. (***Required only if applicant is proposing to provide RAP training***.)
Name of Entities Involved in Administering the Workforce Development System involved in administering the public workforce system established under the Workforce Innovation and Opportunity Act (WIOA), including State and Local Workforce Development Boards and Indian and Native American Program entities eligible for funding under WIOA Section 166 (29 U.S.C. 3221).
Worker Organizations, Labor-Management Organizations, or Labor Unions representing workers in the Advanced Manufacturing, Information Technology, and/or Professional, Scientific, Technical Services occupation(s).
OPTIONAL PARTNERS:

Name of Optional Partner(s):	**Type of Organization:**

Geographic Scope: • Identify scope: local/regional, statewide, or national • Identify specific location(s) where grant services will be provided: cities, counties, or state(s) • Does the area to be served include smaller or rural communities as defined in the FOA?	
Total Federal Funding Requested (total 5-year period):	
Total Leveraged Funds Proposed (total 5-year period): (Development Track Only)	
Total Match Proposed (total 5-year period): (Scaling Track Only)	
Project Title/Name:	
Proposed Number of Participants Who Start Training. Must align with the target proposed for Tracking Indicator #2 in the Performance Outcome Measures and Tracking Indicators Table (Appendix B).	
Summary of Project Purpose and Employment and Training Activities Offered:	
Targeted Population(s) to be Served: Unemployed, underemployed, and/or incumbent workers. Within these three target groups, applicants may also describe other populations such as historically marginalized and underrepresented populations, including women in nontraditional infrastructure occupations, people of color, justice-impacted individuals, individuals with disabilities, veterans, military spouses, transitioning service members, and other populations with employment barriers that hinder movement into middle- to high-skilled advanced manufacturing, information technology, and/or professional, scientific, and technical services occupations that support renewable energy, transportation and/or broadband infrastructure sectors.	

Training Track (select one): 1) **Development Track** 2) **Scaling Track**
Targeted Infrastructure Sector(s): (Select from renewable energy, transportation, and/or broadband)
Targeted H-1B Occupations (Must match occupations listed in application) • List applicable occupations along career pathways leading to middle- to high-skilled advanced manufacturing, information technology, and/or professional, scientific, and technical services occupations that support renewable energy, transportation, and/or broadband infrastructure sectors (See Appendix A): Specify occupation(s): _____ and/or • H-1B occupation(s) for which a significant number of H-1B visas have been certified (**Note:** Applicants must provide data showing that the occupation is in-demand in the proposed service area, on a career pathway to a middle- to high-skilled occupation for which a significant number of H-1B visas have been certified with verifiable data such as DOL's Foreign Labor Certification Data Center), and supporting the renewable energy, transportation or broadband sectors: Specify occupation(s): _____
Recognized Postsecondary Credential(s) Offered:

Subrecipient roles: List all subrecipients and the roles (activities) they will fill on the proposed project. Roles should be aligned to proposed workplan.	
Public Contact Information:	Name, Title: Address: Phone Number: Email Address:

APPENDIX E: KEY DEFINITIONS

For the purpose of this FOA, the following key terms are defined for applicants:

Advanced Manufacturing – The use of innovative technologies to create existing products and the creation of new products. Advanced manufacturing can include production activities that depend on information, automation, computation, software, sensing, and networking. [47]

Career pathway program – Offer a clear sequence, or pathway, of education coursework and/or training credentials aligned with employer-validated work readiness standards and competencies, and integrate academic and occupational skills training.

Career pathway system – The cohesive combination of partnerships, resources and funding, policies, data, and shared accountability measures that support the development, quality, scaling, and dynamic sustainability of career pathways and programs for youth and adults. To realize the potential of career pathways, stakeholders must work simultaneously and iteratively on both the programmatic and systems levels.

Economic Development District (EDD) – Multi-jurisdictional entities, commonly composed of multiple counties and in certain cases even cross-state borders, which are recognized by the Department of Commerce's Economic Development Agency. They help lead the locally-based, regionally driven economic development planning process that leverages the involvement of the public, private and non-profit sectors to establish a strategic blueprint (i.e., an economic development roadmap) for regional collaboration. [48]

Equity – For the purposes of this FOA, the term "equity" means the "consistent and systematic treatment of all individuals in a fair, just, and impartial manner, including individuals who belong to communities that often have been denied such treatment, such as Black, Latino, Indigenous and Native American, Asian American, Native Hawaiian, and Pacific Islander persons and other persons of color; members of religious minorities; women and girls; LGBTQI+ persons; persons with disabilities; persons who live in rural areas; persons who live in United States Territories; persons otherwise adversely affected by persistent poverty or inequality; and individuals who belong to multiple such communities."

Equity gap – A significant and persistent inequity or disparity in the employment or educational opportunities offered to individuals who belong to one of the underserved communities described in Executive Order 14091.

Evidence-based training models – Training models for which strong supporting data exists that reinforces their use as effective job training approaches for participants to obtain and retain employment, as well as achieve wage increases. Examples of evidence-based training models may include but are not limited to On-the-Job Training (OJT), Registered Apprenticeship Programs (RAPs), and others. The Foundations for Evidence-Based Policymaking Act of 2018 (Evidence Act) and the Office of Management and Budget describes four interdependent components of evidence:

- **Foundational fact finding** is foundational research and analysis such as aggregate indicators, exploratory studies, descriptive statistics, and basic research.
- **Policy analysis** is the analysis of data, such as general-purpose survey or program-specific data, to generate and inform policy (e.g., estimating regulatory impacts and other relevant effects).
- **Program evaluation** is the systematic analysis of a program, policy, organization, or a component of these to assess effectiveness and efficiency.
- **Performance measurement** is the ongoing, systematic tracking of information relevant to policies, strategies, programs, projects, goals/objectives, and/or activities. [49]

High-skilled occupations – For purposes of this FOA, high-skilled occupations are generally those that require a bachelor's degree or higher.

Information Technology – Information technology is generally defined by North American Industry Classification System (NAICS) codes 518210: Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services and 513210: Software Publishers:

1. **Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services** – This industry comprises establishments primarily engaged in providing computing infrastructure, data processing services, Web hosting services (except software publishing), and related services, including streaming support services (except streaming distribution services). Data processing establishments provide complete processing and specialized reports from data supplied by clients or provide automated data processing and data entry services. Illustrative examples include: Application hosting, Cloud storage services, Computer data storage services, Computing platform infrastructure provision, Infrastructure as a service (IaaS), Optical scanning services, Platform as a service (PaaS), Video and audio technical streaming support services, and Web hosting. [50]
2. **Software Publishers** – This industry comprises establishments primarily engaged in software publishing. Establishments in this industry carry out operations necessary for producing and distributing computer software, such as designing, providing documentation, assisting in installation, and providing support services to software purchasers. These establishments may design, develop, and publish, or publish only. These establishments may publish and distribute software through subscriptions and/or downloads. [51]

Middle-skilled occupations – For purposes of this FOA, middle-skilled occupations are generally those that require some significant education and training beyond high school, but less than a bachelor's degree (such as a recognized postsecondary credential or Registered Apprenticeship Program).

Professional, Scientific, and Technical Services – As defined by the North American Industry Classification System (NAICS), the Professional, Scientific, and Technical Services sector comprises establishments that specialize in performing professional, scientific, and technical activities for others. These activities require a high degree of expertise and training. The establishments in this sector specialize according to expertise and provide these services to clients in a variety of industries and, in some cases, to households. Activities performed include but are not limited to: architectural, engineering, and specialized design services; computer services; consulting services; research services; and other professional, scientific, and technical services. [52]

Reasonable accommodation – Under [Title I of the Americans with Disabilities Act (ADA)](), a reasonable accommodation is a modification or adjustment to a job, the work environment, or the way things are usually done during the hiring process. These modifications enable an individual with a disability to have an equal opportunity not only to get a job, but successfully perform their job tasks to the same extent as people without disabilities. The ADA requires reasonable accommodations as they relate to three aspects of employment: 1) ensuring equal opportunity in the application process; 2) enabling a qualified individual with a disability to perform the essential functions of a job; and 3) making it possible for an employee with a disability to enjoy equal benefits and privileges of employment. [53]

Smaller/Rural Communities – For the purposes of this grant program smaller and rural communities include:

1. All non-metro counties;
2. All metro census tracts with Rural-Urban Commuting Area (RUCA) codes 4-10;
3. Large area metro census tracts of at least 400 square miles in area with population density of 35 or less per square mile with RUCA codes 2-3;
4. All outlying metro counties without an Urbanized Area (UA) to be rural; or
5. Any federally recognized Indian Tribe

(See Health Resources & Services Administration (HRSA)'s Federal Office of Rural Health Policy (FORHP) at https://www.hrsa.gov/rural-health/about-us/what-is-rural) [54]

Scaling effective sector strategy programs – For the purpose of this FOA, the phrase "scaling effective sector strategy programs" means broadening the geographic scope of an effective sector training program which has documentation to demonstrate its success. Documentation of effective sector training programs may include, but is not limited to, data that shows employment outcomes and wage progression for training program participants or other relevant performance outcome data tied to the model, or third-party evaluations or reports related to the model implemented, among others. For the purposes of this FOA, programs developed under the Scaling Track will be scaled (e.g., implementing a currently successful statewide sector program to a broader national level) in one of the following ways:

1. Scale an existing local/regional model to an entire economic region or EDD;

2. Scale an existing local/regional model to a statewide geographic scope;
3. Scale an existing statewide model to a national geographic scope; or
4. Further scale a current national model that encompasses multiple economic regions or EDDs into additional states.

Sector strategy – Career pathway education and training programs align with the skill needs of industries important to the regional or state economies in which they are located and reflect the fact that employers in the targeted industry sectors are actively engaged in determining the skill requirements for employment or career progression in high-demand occupations.

Underserved communities – Populations, as well as geographic communities, that have been systematically denied the opportunity to participate fully in aspects of economic, social, and civic life, as defined in Executive Orders 13985 and 14020.

Worker-centered sector strategy – A worker-centered sector strategy is a systems approach to workforce development that involves a public-private partnership that creates a comprehensive infrastructure of support for the infrastructure-related industry in which employers; education and training providers; labor unions, labor-management partnerships, and other worker organizations; workforce development entities; and workers collaboratively address infrastructure occupation needs in real time and prepare for the future of work with a focus on equity; job quality; and attracting, training, hiring, and retaining skilled workers, especially from underserved communities. By engaging worker voices, this approach ensures workforce development and employment opportunities are accessible to and shaped by marginalized communities —including communities of color and low-paid workers— and offer jobs with family-sustaining wages and benefits, ensure workplaces are safe and healthy, and that workers have agency and voice and are treated with dignity and respect.

Worker-centered sector partnership – Public-private partnership that creates a comprehensive system of support for the industry, in which employers, education and training providers, labor unions, workforce development entities, and workers collaboratively develop training strategies to address occupations in renewable energy, transportation, or broadband infrastructure sectors in real time and prepare for the future of work.

Worker voice – Employing strategies that may include but are not limited to giving workers a free and fair choice to join and form a union; consulting workers on the development and implementation of workplace safety and health plans; and creating a mechanism to solicit feedback from workers in the design and implementation of the training program.

APPENDIX F: ADDITIONAL RESOURCES

The Department encourages applicants to review the following resources, as relevant, when developing their proposals.

Bipartisan Infrastructure Law
Building a Better America
https://www.whitehouse.gov/build/?utm_source=build.gov

Bipartisan Infrastructure Law
https://www.whitehouse.gov/bipartisan-infrastructure-law/

Advancing Equitable Workforce Development for Infrastructure Jobs: A Guide to Selected Federal Resources

https://www.whitehouse.gov/build/equitable-infrastructure-workforce/

Bipartisan Infrastructure Law (BIL) Maps Dashboard

https://d2d.gsa.gov/report/bipartisan-infrastructure-law-bil-maps-dashboard

Career Pathways

Training and Employment Notice (TEN) 08-22, Building Pathways to Infrastructure Careers: Framework for Preparing an Infrastructure Workforce
Released October 21, 2022
https://www.dol.gov/agencies/eta/advisories/ten-08-22

A Meta-Analysis of 46 Career Pathways Impact Evaluations
Peck, L. R., et al., Abt Associates, 2021
https://www.abtassociates.com/insights/publications/report/meta-analysis-of-46-career-pathways-impact-evaluations.

New Insights on Career Pathways: Evidence from a Meta-Analysis
Strawn, J., et al., Abt Associates, 2021
https://wdr.doleta.gov/research/FullText_Documents/ETAOP2022-04_Meta-Analysis_Brief_v5_11-24-21_508c.pdf.

Appendix: Healthcare, Early Care and Education, Information Technology, and Production/Manufacturing Career Trajectories and Occupational Transition Findings (A Meta-Analysis of 46 Career Pathways Impact Evaluations)
Peck, L. R., et al., Abt Associates, 2021
https://www.abtassociates.com/insights/publications/report/meta-analysis-of-46-career-pathways-impact-evaluations.

Building Better Pathways: An Analysis of Career Trajectories and Occupational Transitions
Schwartz, D., et al., Abt Associates, 2021
https://wdr.doleta.gov/research/FullText_Documents/Building%20Better%20Pathways_CTOT_Final%20Report.pdf.

Registered Apprenticeship Programs

Achieving Apprenticeship Program and Apprentice Registration Targets: Grantee Outcomes from the American Apprenticeship Initiative
Fumia, D., et al., Abt Associates & MEF Associates, 2022
https://wdr.doleta.gov/research/details.cfm?q=&id=2703.

Implementing Registered Apprenticeship Programs: Experiences of 10 American Apprenticeship Initiative Grantees
Copson, E., et al., Abt Associates, Capital Research Corporation, MEF Associates, & Urban Institute, 2021
https://wdr.doleta.gov/research/details.cfm?q=&id=2696.

Expanding Registered Apprenticeship in the United States: Description of American Apprenticeship Initiative Grantees and Their Programs
Gardiner, K., et al., Abt Associates & Urban Institute, 2021
https://wdr.doleta.gov/research/details.cfm?q=&id=2677.

Sector Strategies

Sector Strategies Resources
https://businessengagement.workforcegps.org/resources/2016/08/16/15/22/Sector-Strategies-Resources

Sector Training Strategies During the COVID-19 Pandemic
Bellotti, Jeanne, Brittany English, and Alicia Harrington. "Adapting Sector Training Strategies During the COVID 19 Pandemic: Lessons from America's Promise Partnerships." Princeton, NJ: Mathematica, September 2021.
https://wdr.doleta.gov/research/FullText_Documents/ETAOP2021-28_Sector_Training_Strategies_COVID-19_Lessons_America%E2%80%99s_Promise_Partnerships_Issue_Brief_508.pdf

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- [4] https://www.whitehouse.gov/bipartisan-infrastructure-law/
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