

U.S. DEPARTMENT OF LABOR
Employment and Training Administration

NOTICE OF AVAILABILITY OF FUNDS AND FUNDING OPPORTUNITY ANNOUNCEMENT FOR: The Reentry Employment in Skilled Trades, Advanced Manufacturing, Registered Apprenticeships, and Training (RESTART) Initiative

ANNOUNCEMENT TYPE: Initial

FUNDING OPPORTUNITY NUMBER: FOA-ETA-26-17

ASSISTANCE LISTING NUMBER: 17.270

Submit all applications in response to this announcement through <https://www.grants.gov>.

FUNDING DETAIL:

Expected Total Available Funding	\$81,000,000
Expected Number of Awards	20
Funding Range Per Award	\$1,000,000 - \$5,100,000

Awards made under this Announcement are subject to the availability of federal funds. The Department reserves the right to apply funding from the FY 2026 appropriation, up to an additional \$110,000,000 to this FOA, should sufficient qualifying awards be feasible. In the event that sufficient qualifying awards are determined, we reserve the right to use such funds to select additional grantees from applications submitted in response to this Announcement.

KEY DATES:

Application Deadline	04/15/2026. We must receive applications no later than 11:59 pm Eastern Time .
Expected Period of Performance Start Date	07/01/2026
Period of Performance Length	42

On approximately March 10, 2026, a pre-recorded Prospective Applicant Webcast will be available at <https://www.dol.gov/agencies/eta/grants/apply/find-opportunities> and available for viewing any time after that date. While review of this Webcast is strongly encouraged to support successful grant applications, it is not mandatory.

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I. EXECUTIVE SUMMARY

The Employment and Training Administration (ETA), U.S. Department of Labor (DOL, or the Department, or we), announces the availability of grant funds for The Reentry Employment in Skilled Trades, Advanced Manufacturing, Registered Apprenticeships, and Training (RESTART) Initiative.

We expect to award \$81,000,000 in grant funds, of which at least \$30,000,000 will be awarded to national or regional intermediary organizations providing workforce services to youth/young adults, and we anticipate awarding a total of 20 awards ranging from \$1,000,000 to \$5,100,000. While ETA may award somewhat more than \$30,000,000 for intermediary organizations due to grant applicant request amounts, ETA does not intend to award significantly more than \$30,000,000 to intermediary organizations, and plans to devote funds to states, territories, and tribes.

RESTART supports the advancement of workforce readiness skills and the attainment of employment for ex-offenders across three populations: youth (ages 15-17 years old), young adults (ages 18-24 years old), and adults (ages 25 years old and above). Funds will be awarded to eligible entities to develop programs to train ex-offenders for high-need American jobs and assist them in being productive contributors to the U.S. economy. This initiative provides those with criminal records and criminal justice-system contact placement into trainings that support in-demand industries, and it provides funding for services that evidence-based research suggests increase the likelihood of successful employment outcomes. Such training and employment services include: robust assessment of prior learning and skills; pre-apprenticeships; work-based learning through On-the-Job Training and Registered Apprenticeships; artificial intelligence (AI), digital literacy, and financial literacy training; credential attainment; paid work experiences; unsubsidized employment placement; developing and deploying learning and employment records (LER) or comprehensive learner record (CLR) solutions where feasible including connecting corrections education with existing state LER and CLR efforts; credit for prior learning and acceleration solutions for rapid entry into postsecondary credentialing opportunities; and relevant skills training for high-demand sectors such as advanced manufacturing and the maritime sector.

For further information or technical questions about this FOA, please contact Alexander Heron, Grants Management Specialist, Office of Grants Management, at RESTART_FOA-ETA-26-17@dol.gov and specifically reference FOA-ETA-26-17. This Announcement is available on the ETA website at <https://www.dol.gov/agencies/eta/grants> and at <https://www.grants.gov>.

II. ELIGIBILITY

A. Eligible Applicants

1. The following organizations are eligible to apply:

- State Government/State Government Agency
- U.S. Territory or Possession
- Indian/Native American Tribal Governments (Federally recognized)
- Indian/Native American Tribal Government (Other than Federally Recognized)
- Indian/Native American Tribally Designated Organization
- National or Regional Intermediaries

National or Regional Intermediaries can be nonprofits with or without 501(c)(3) status with the IRS, that have a national or regional scope. For the purposes of this FOA, institutions of higher education are not considered National or Regional Intermediaries. Intermediaries must, in their proposal, identify sub-grantees across three or more non-contiguous metropolitan areas or rural regions. While DOL has previously required that National or Regional intermediaries must serve areas spread across two states, in this funding opportunity, an intermediary applicant can identify sub-grantees across three or more non-contiguous metropolitan areas or rural regions within a single state. This FOA aims to have state-wide impact, which intermediaries can accomplish by working in one state or multiple states. This change will also allow intermediaries to more easily leverage the resources of the public workforce system within a state. For more information regarding the definition of National or Regional Intermediaries, see [Appendix B](#).

Faith-based organizations are encouraged to apply, as are all organizations. Those that meet the eligibility requirements may receive awards under this funding opportunity. DOL will not, in the selection of recipients and administration of the grant, discriminate on the basis of an organization's religious character, affiliation, exercise, or lack thereof, or on the basis of conduct that would not be considered grounds to favor or disfavor a similarly situated secular organization.

2. Number of Applications Applicants May Submit

As previously mentioned, eligible participant definitions are as follows:

- Youth include those between the ages of 15 and 17 years old at the time of enrollment;
- Young adults are those between the ages of 18 and 24 years old at the time of enrollment; and,
- Adults are those aged 25 years and above at the time of enrollment.

We will consider only one application from each **national or regional intermediary organization**. In their application, national or regional intermediary organizations must only propose to serve youth (ages 15-17) and/or young adults (ages 18-24) as defined above.

Applications from national and regional intermediary organizations proposing to serve adults (ages 25 years and over) will be found non-responsive and not receive further consideration.

Eligible **state, territory or tribal entities** may submit a maximum of two applications which include a maximum of one to serve youth (ages 15-17) and/or young adults (ages 18-24), and a maximum of one to serve adults (ages 25 and older) as defined above.

For any eligible applicant, if we receive more than the maximum number of applications specified above, we will consider only the most recently received application(s) that met the deadline. If the most recent application(s) is disqualified for any reason, we will not replace it with an earlier application.

B. Cost Sharing

This program does not require cost sharing (including matching) funds. Applicants that include such funds will not receive additional consideration during the review process. Instead, the agency considers any resources contributed to the project beyond the funds provided by the agency as leveraged resources. Section [IV.B](#) provides more information on leveraged resources.

For a complete understanding of this application requirement, see the [2026 Application Guide](#), Section II.B Cost Sharing.

C. Period of Performance

The performance period on the front page of this FOA includes all necessary implementation and start-up activities.

III. PROGRAM DESCRIPTION

A. Purpose

The purpose of this program is to prepare youth, young adults, and adults with criminal legal histories, young adults who have been incarcerated or involved in the criminal justice system, and young adults who have dropped out of school or other educational programs for employment. Preparation for employment under this program will align with the workforce development efforts of the Trump Administration, including but not limited to: the five pillars of the U.S. Departments of Labor, Commerce, Education’s blueprint for talent development, [“America’s Talent Strategy: Equipping American Workers for the Golden Age”](#) and President Trump’s [Executive Order 14269](#), [Executive Order 14278](#), [Executive Order 14277](#), and [Executive Order 14332](#).

The Department supports state-led initiatives that deliberately integrate RESTART grant activities with the assets, resources, and service-delivery infrastructure of the public workforce system under WIOA. RESTART grant activities must include screening potential participants for WIOA eligibility and co-enrolling those eligible participants, to increase workforce integration. In addition, the Department strongly encourages RESTART grant activities that complement state efforts and ensure that effective strategies are institutionalized, scalable, and

financially sustainable following the grant period. Efforts towards a more unified public workforce system include: 1) embedding RESTART activities within American Job Centers and local service networks; 2) leveraging State and Local Workforce Development Boards, sector partnerships, Registered Apprenticeship and pre-apprenticeship programs, and career pathways; 3) using state labor market information (LMI), LER or CLR solutions, and other performance data systems to target in-demand industries and populations; 4) ensuring training activities funded under this grant are aligned with the LMI and state and local list of in-demand occupations; 5) ensuring that training programs funded under this grant apply for inclusion on the applicable eligible training provider lists (ETPLs); 6) coordinating with related programs such as career and technical education activities carried out under the Carl D. Perkins Career and Technical Education Act; and 7) coordinating with area community colleges and technical trade schools or colleges. RESTART applicants should plan to braid and align funding streams, policies, and guidance; establish governance, staffing, and data-sharing arrangements; and entrench effective practices into routine operations and state plans so that services for participants and employers can be maintained and expanded in the future. RESTART applicants are required to determine any occupations for which participants may be barred from entering due to criminal convictions. Training programs should be focused in occupations for which participants are eligible for employment and licensure.

ETA has designed the RESTART grant using relevant and available data, evidence, and evaluation results, including various studies reviewed in the Clearinghouse for Labor Evaluation and Research (CLEAR), to increase the likelihood of successful employment outcomes for those with criminal records and other justice-system involvement. Applicants may also consider proposing pre-release service delivery strategies to eligible incarcerated individuals prior to their release from custody, in order to better coordinate their service delivery post-release.

The RESTART grant reflects the Department's particular interest in supporting high-skill, high-growth, and in-demand occupations or industry sectors and emerging industries critical to American competitiveness and reindustrialization that can drive economic resurgence. These industries include, but are not limited to, in-demand skilled trades including shipbuilding occupations, occupations essential to the build-out of AI infrastructure, advanced manufacturing, nuclear energy, transportation, domestic mineral production, and information technology including AI.

B. Program Goals and Objectives

The goals of the RESTART grant are to:

- Make communities safer by reducing crime and decreasing rates of recidivism among reentrants;
- Increase the number of workers with the skills necessary to enter job sectors with high workforce needs, aligned to the labor market demands of states and regions, such as the manufacturing, maritime, and other transportation industries; and
- Develop partnerships and pathways that lead directly to sustainable, high-wage employment and placements in Registered Apprenticeships, contributing to the Trump Administration's efforts to reach and surpass 1 million new active apprentices.

C. Expected Performance Outcomes

Grantees must report on four WIOA primary indicators of performance that measure employment and education outcomes, as well as two REO-specific indicators. Extensive details about those measures and minimum performance goals are outlined in Section [IV.C.2](#). ETA has also established the required minimum number of enrollees during the period of performance, based on the amount of funds requested by the applicant (*see Figure 1* below). Applicants must clearly identify in the project abstract the proposed number of participants to be enrolled over the life of the grant, based on the minimums identified in the table below, for which they are seeking funding. Applicants that fail to propose to serve the minimum number of participants required per the table below will be disqualified because their applications will be considered non-responsive.

Figure 1. Minimum Targets for Participants Enrolled During the Grant Period Based on Funding Request	
Funding Request	Minimum # of Participants Enrolled During Grant Period
\$1,000,000 – 1,499,999	200
\$1,500,000 – 1,999,999	267
\$2,000,000 – 2,499,999	333
\$2,500,000 – 2,999,999	400
\$3,000,000 – 3,499,999	467
\$3,500,000 – 3,999,999	533
\$4,000,000 – 4,499,999	600
\$4,500,000 – 4,999,999	666
\$5,000,000 – 5,100,000	680

DOL may adjust enrollment goals post-award, based on the number of applications of fundable quality received and/or changes to DOL financial efficiencies.

D. Funding Type

Funding will be provided in the form of a Grant. Throughout this FOA, all references to grants are applicable to cooperative agreements.

E. Eligible Participants

Participants eligible to receive services provided through this program may fall within three categories: (1) youth, (2) young adults, or (3) adults.

(1) For youth-serving programs, eligible participants must:

- Be at least 15 years old and not older than 17 years of age on the date of enrollment;
- Reside in the applicant's targeted geographic area, or plan to return to the area upon release from incarceration; and
- Have left a school or other educational program prior to completion or have current or past involvement with the juvenile or adult criminal justice system, defined as:
 - Current or previous incarceration or arrest;
 - Under the supervision of the criminal justice system, either in out-of-home placements (e.g., residential reentry centers), on probation, or on parole;
 - Alternative sentence by the juvenile or adult criminal justice system; or
 - Diversionary program of the juvenile or adult criminal justice system.

NOTE: Up to 10% of the total participants enrolled in youth-serving programs may qualify under the following exception:

- If they have NO criminal justice system contact, NO history of having left a school or other educational program prior to completion, but have been referred* due to displaying at least one of the following risk factors:
 - Attend or attended an alternative high school for disciplinary reasons;
 - Gang membership (current or prior);
 - Parent who is currently or formerly incarcerated; or
 - Substance abuse.

*Acceptable referral entities include faith-based organizations, school counselors, clinicians, workforce boards, and criminal justice-system evaluators.

(2) For young-adult-serving programs, eligible participants must:

- Be at least 18 years old and not older than 24 on the date of enrollment;
- Reside in the applicant's targeted geographic area, or plan to return to the area upon release from incarceration; and
- Have current or past involvement with the juvenile or adult criminal justice system, defined as:
 - Current or previous incarceration or arrest;
 - Under the supervision of the criminal justice system, either in out-of-home placements (e.g., residential reentry centers), on probation, or on parole;
 - Alternative sentence by the juvenile or adult criminal justice system; or
 - Diversionary program of the juvenile or adult criminal justice system.

NOTE: Up to 10% of the total participants enrolled in young-adult-serving programs may qualify under one of the following exceptions:

- If they have NO criminal justice system contact but have left high school or other educational program prior to completion; or

- If they have NO criminal justice system contact, NO history of having left a school or other educational program prior to completion, but have been referred* due to displaying at least one of the following risk factors:
 - Attend or attended an alternative high school for disciplinary reasons;
 - Gang membership (current or prior);
 - Parent who is currently or formerly incarcerated; or
 - Substance abuse.

*Acceptable referral entities include faith-based organizations, school counselors, clinicians, workforce boards, and criminal justice-system evaluators.

(3) For adult-serving programs, eligible participants must:

- Be at least 25 years old on the date of enrollment;
- Reside in the applicant’s targeted geographic area, or plan to return to the area upon release from incarceration; and
- Have had juvenile or adult criminal justice system contact, defined as one of the following:
 - Current incarceration in a state correctional facility, federal correctional institution, or local or county jail for adults;**
 - Previous incarceration in a state correctional facility, federal correctional institution, or local or county jail and released anytime after March 31, 2020;
 - Under the supervision of the criminal justice system, either in out-of-home placements (e.g., residential reentry centers), on probation, or on parole;
 - Current alternative sentence by the adult criminal justice system; or,
 - Current diversionary program of the adult criminal justice system.

****NOTE:** If eligible applicants propose to provide services within a state correctional facility, federal correctional institution, residential reentry center, or local or county jail for adults as a component of their Project Design in Section [IV.C.3](#), then facility leadership must confirm that no other DOL-funded REO grantee is already serving the same population within the facility in the applicant's Memorandum of Understanding (MOU)/Letter of Commitment (LOC), to avoid duplication of efforts.

Veterans' Priority for Participants

[38 U.S.C. 4215](#) requires DOL grantees to provide priority to veterans and spouses of certain veterans for employment, training, and placement services in any job training program directly funded, in whole or in part, by DOL.

For a complete understanding of this application requirement, see the [2026 Application Guide](#), Section III.E Veterans’ Priority for Participants.

F. Program Authority

This grant program is authorized under the evaluations and research authority in section 169 of the Workforce Innovation and Opportunity Act (WIOA) and section 1101 of the Full-Year Continuing Appropriations Act, 2025, Pub. L. 119-4, which appropriated funds at the level specified and under the same authority and conditions provided in the Departments of Labor,

Health and Human Services, and Education, and Related Agencies Appropriations Act, 2024 (division D of Public Law 118–47).

G. Definitions

See [Appendix B](#) for definitions.

For a complete understanding of this application requirement, see the [2026 Application Guide](#), Section VIII.G Definitions.

H. Funding Restrictions, Policies and Limitations

All proposed project costs must be necessary and reasonable and in accordance with federal guidelines.

For a complete understanding of this application requirement, see the [2026 Application Guide](#), Section III.H Funding Restrictions, Policies and Limitations.

Use of Grant Funds for On-the-Job Training (for Employer Reimbursements)

Under this Announcement, on-the job training (OJT) is available only for eligible participants. 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 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, unless the eligible participant is in a Registered Apprenticeship with the same participating employer that lasts 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 90 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.

Use of Grant Funds for Participant Wages, Stipends, Incentives, Needs-Related Payments, and Supportive Services

Organizations that receive grants through this FOA may use grant funds to pay for the wages of participants where the objective assessment and the individual development plan (IDP) indicate that work experiences are appropriate. Grantees awarded under this FOA are permitted to use grant funds or other sources to pay for stipends or subsidized wages. In addition, grantees are expected to partner with other local, state, or Federally-funded programs and resources for participant payments and other participant supports. Further, providing stipends to training enrollees for wage replacement is an allowable cost under this FOA. Payment may take the form of wages or stipends. Generally, participants may receive stipends for participating in classes and training. Wages are compensation for services performed for an employer. Grantees must comply with WIOA Section 181 and WIOA regulations detailing the applicable wage and labor standards. When paying participant stipends, grantees must maintain documentation of the process for determining the amount of the stipend and the distribution. Grantees providing wages or stipends to participants are expected to be aware of the implications under IRS provisions. Please consult www.irs.gov for more information.

In addition, grantees may provide incentive payments to participants for recognition and achievement tied to training activities and work experiences. Incentive payments must align with the goals of the grant. The grantee must have policies and procedures in place governing the award of incentives; any incentives provided under the grant must align with these organizational policies. Generally, incentive payments are considered miscellaneous compensation and are taxable. Please consult www.irs.gov for more information. Under this FOA, grantees can use no more than 5 percent of the grant award for incentive payments.

Supportive services are a routine part of high-quality workforce development programs, and evidence shows that they contribute to participants completing programs. Supportive services can include, but are not limited to, childcare, transportation, food, legal assistance, financial counseling, referrals for drug treatment, provision of work tools or work clothes, and needs-related payments/emergency cash assistance. No more than 15 percent of grant funds awarded under this FOA may be used to provide supportive services. ETA strongly encourages applicants to provide necessary supportive services through partners to support individuals' participation in employment-related activities and training.

Needs-related payments are a form of supportive services paid directly to participants that enable the individual to participate in training, when other sources of local, state, or Federally-funded programs and resources have been exhausted or the participant is determined not to be eligible for those other programs or resources. No more than 10 percent of grant funds awarded under this FOA may be used for needs-related payments, such as those authorized under WIOA to assist participants remaining in training and often used by participants to pay for food, utility bills, or other immediate needs, when other sources have been exhausted or the participant is determined not to be eligible. Needs-related payments are paid directly to participants and must tie directly to the need identified, and grantees must ensure the payments are documented to support both the participant's need for the service as well as the actual transaction. The up to 10 percent of grant funds that may be used for needs-related payments is part of the 15 percent maximum that may be used for supportive services. Grantees must have a consistent, written

policy in place on the provision of needs-related payments. For additional information, please review 20 CFR 680.930.

Salary and Bonus Limitations

By law, no “Employment and Training Administration” appropriated funds may be used by a recipient or subrecipient of such funds to pay the salary and bonuses of an individual, either as direct costs or indirect costs, at a rate in excess of Executive Level II. The Executive Level II salary may change yearly and is located on the [OPM.gov website](https://www.opm.gov). This limitation does not apply to contractors (vendors) providing goods and services as defined in 2 CFR 200.331. Where states are recipients of such funds, states may establish a lower limit for salaries and bonuses paid by subrecipients. To establish these limits, states may consider the relative cost of living in the state, the salary levels for comparable state or local government employees, and the size of the organizations that administer Federal programs involved, including ETA programs. See the [Program Authority](#) found in TEGL 10-24 for additional information.

I. Required Partnerships

All applicants must have MOUs/LOCs with their required partners. Partnerships must be clearly identified in the Project Narrative and Abstract. Required partners vary by applicant type.

1. State government/state government agency and U.S. territory or possession applicants must partner with:
 - a. At least 1 local reentry organization,
 - b. The State Workforce Development Board (SWDB),
 - c. The SAA, when applicable,*
 - d. At least 1 criminal justice system partner.
 - e. At least 3 employers within these targeted industries: shipbuilding, AI infrastructure build-out, advanced manufacturing, nuclear energy, transportation, domestic mineral production, and information technology including AI.

* In some cases, lead applicants may be SWDBs, SAAs, or criminal justice system agencies. In those cases, lead applicants that are SWDBs, SAAs, or criminal justice system agencies must identify themselves as SWDBs, SAAs, or criminal justice system agencies in their Project Narrative and Abstract to demonstrate that they satisfy the mandatory SWDB, SAA, or criminal justice system partnership requirement without an LOC/MOU attachment. For applicants located in states without an SAA, where programs are registered by the DOL Office of Apprenticeship (OA), an LOC/MOU is not needed, and applicants must identify in their Project Narrative and Abstract that they are providing services in an OA state.

2. Indian/Native American tribal government (federally recognized or other than federally recognized) applicants and Indian/Native American tribally designated organization applicants must partner with:
 - a. At least 1 criminal justice system partner, and

- b. At least 3 employers within these targeted industries: shipbuilding, AI infrastructure build-out, advanced manufacturing, nuclear energy, transportation, domestic mineral production, and information technology including AI.
3. National or regional intermediary applicants must partner with at least 2 sub-grantees. For the purposes of this FOA, national or regional intermediary applicants and all sub-grantees will only use grant funds to serve the youth/young adult population(s), whereby the eligible youth/young adult participants are defined in Section III.E. If the intermediary applicant is providing direct services in addition to the required two sub-grantees, then the intermediary must also partner with:
 - a. At least 1 state government or state government agency which can include the SWDB; U.S. territory or possession; Indian/Native American tribal government (federally recognized and other than federally recognized); and/or an Indian/Native American tribally designated organization,
 - b. The 1 SAA, when applicable,*
 - c. At least 1 criminal justice system partner, and
 - d. At least 3 employers within these targeted industries: shipbuilding, AI infrastructure build-out, advanced manufacturing, nuclear energy, transportation, domestic mineral production, and information technology including AI.

All sub-grantees must partner with the entities outlined in Section III.I.3(a-d) above, e.g., each sub-grantee must partner with at least 3 employers as described in Section III.I.3(d).

*If the national or regional intermediary applicant was created by a federally-recognized Indian/Native American tribal government, then the intermediary is considered an instrumentality of the tribal government and therefore, not required to provide an LOC/MOU with an SAA, in accordance with Circular 2025-01 [Circulars | Apprenticeship.gov](#). National or regional intermediary applicants operating in states without an SAA are also exempt from this LOC/MOU requirement. In these cases, this should be identified in the applicant's Project Narrative and Abstract. Please visit [Apprenticeship System | Apprenticeship.gov](#) to determine if the state has an SAA.

National or regional intermediaries must also submit LOCs/MOUs with their sub-grantee(s). Those sub-grantee LOCs/MOUs must contain the following:

- A statement confirming that the national or regional intermediary applicant and the sub-grantee will work together over the entirety of the 42-month grant period, beginning July 1, 2026, to implement all aspects of the proposed project;
- Signatures of all authorized representatives of the organizations partnering for the project proposed under this FOA and the dates signed;
- The amount of funds the sub-grantee will receive from the national or regional applicant to implement the project proposed under this FOA;
- The roles of the national or regional intermediary applicant and the sub-grantee with specific information about the execution of grant program activities proposed in the project narrative and the participant services to be delivered;
- A statement confirming that it is the sub-grantee's responsibility to ensure all partners adhere to the requirements of the project proposed under this FOA; and

- A statement confirming that it is the national or regional intermediary applicant’s responsibility to provide data on a quarterly basis to DOL and that the sub-grantee will fully cooperate with the national or regional intermediary applicant in their effort to collect the required data.

NOTE: Exceptions to these mandatory partnerships will be made for states or tribes with a population under 1,000,000 people, as identified in the most recent data from the U.S. Census Bureau. These applicants must partner with and provide LOCs/MOUs with: the SAA; at least 1 local criminal justice system partner; and at least 1 employer within these targeted industries: shipbuilding, AI infrastructure build-out, advanced manufacturing, nuclear energy, transportation, domestic mineral production, and information technology including AI.

IV. APPLICATION CONTENT AND FORMAT

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

- A. SF-424, “Application for Federal Assistance”;
- B. Project Budget, composed of the SF-424A and Budget Narrative;
- C. Project Narrative; and
- D. Attachments to the Project Narrative.

You must make sure that the funding amount requested is consistent across all parts and sub-parts of the application. You must submit your application in one package. Documents received separately will be tracked separately and will not be attached to your application for review.

A. SF-424, Application for Federal Assistance

You must complete the SF-424, “Application for Federal Assistance”.

For a complete understanding of this application requirement, see the [2026 Application Guide](#), Section IV.A SF-424 Application for Federal Assistance.

B. Project Budget, Composed of the SF-424A and Budget Narrative

You must complete the SF-424A Budget Information Form and a Budget Narrative. The Budget and Budget Narrative do not count against the page limit requirements for the Project Narrative.

For a complete understanding of this application requirement, see the [2026 Application Guide](#), Section IV.B Project Budget, Composed of the SF-424A and Budget Narrative.

C. Project Narrative

You must include a Project Narrative with your application. The Project Narrative shows that the applicant can implement the grant project explained in this Announcement. Applicants must describe how they will meet the requirements listed below. Applicants must show that their planned activities will meet the project goals. As appropriate, applicants should see Section [IX](#), Resources, E. DOL’s Clearinghouse for Evaluation and Research (CLEAR) for starting places to find research that could provide evidence of a sound approach.

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. It must include the section headers listed below. The agency will evaluate the Project Narrative using the evaluation criteria identified in

Section [VI.B](#). We will not read or consider any materials beyond the specified page limit (except for attachments listed in Section [IV.D](#) that impact the scoring of the application).

1. Statement of Need (Up to 14 Points)

- i. If applying as a non-intermediary organization, identify the number of participants that the applicant will serve. If applying as an intermediary organization, indicate the number of participants that each sub-grantee will serve, as well as the total cumulative number of participants to be served by all sub-grantees combined. All applicants must identify the target age group (youth, young adults, and/or adults) to be served. (Up to 2 Points)
- ii. All applicants must:
 - a. Identify the proposed service area(s) for the grant project and describe in both quantitative and qualitative terms the need for assistance in the proposed service area(s), including the nature and scope of the problem, and the consequences of not addressing the need;
 - b. Demonstrate that there is a sufficient pool of eligible potential participants in the target area(s) to recruit into the program; and
 - c. Provide evidence to support the number of proposed participants in each of the areas to be served. Specify the poverty rate, crime rate, and labor force participation rate, using American Community Survey (ACS) data (poverty rate), data from the Federal Bureau of Investigation (FBI) report - Crime in the United States (crime rate), and the United States Census Bureau data (labor force participation rate), respectively. Specify these rates for each county, Indian Reservation or Native Land, or contiguous Census Tracts proposed to be the target area(s) of the grant. Applicants proposing to serve more than one target area must provide for each of the target areas a table that lists the total population, the number of persons in poverty, the crime rate per 100,000 residents, and the labor force participation rate for those ages 24 and below (for applicants proposing to serve youth and/or young-adults) or for those ages 25 and above (for applicants proposing to serve adults) in each of the Census Tracts in the target area. In addition to the table, applicants must provide a map showing that the Census Tracts are contiguous. This map can be a screenshot of the Census website the applicant used in accessing the ACS Census Tract data. Additionally, national or regional intermediary applicants serving multiple target areas must calculate weighted crime and poverty rates and attach a table with all data necessary to make those calculations. Detailed instructions are in [Appendix A](#). (This table attachment will not count towards the application page limit.) (Up to 6 Points)
- iii. Applicants must describe existing service delivery offerings and demonstrate that the service delivery is lacking for the target population in the intended target area(s). (Up to 2 Points)
- iv. Applicants must describe how this project will complement available services, and how the project can address needs for services in coordination with other efforts in the state or region(s). To receive full points, state applicants must include a letter of support from the state Governor. Intermediary applicants and tribal organization applicants can meet this requirement with a letter of support from the state Governor, Tribal government, or other

stakeholders that coordinate service delivery within the proposed service area. Letters from Members of Congress will not be reviewed in scoring. (Up to 4 Points)

2. Expected Outcomes and Outputs (Up to 6 Points)

- i. Clearly identify the outcome(s) and output(s) that will result from the project. Outcomes are the measurable results of the project. They are the positive benefits or negative changes or measurable characteristics that occur as a result of project activities or outputs. Outputs are tangible products or services that result from the project. For example, say an organization receives a grant to address a need for more workers in all health-related fields. An outcome of the project is an increase in graduates in health-related fields by 5 percent. An output of the project is the creation of 3 additional courses in health-related fields. (Up to 2 Points)
- ii. Applicants must describe a clear and realistic plan to track and report performance on the WIOA primary indicators and REO-specific goals below, including staff and/or partner roles in tracking and reporting. Applicants are encouraged to collaborate with state and local workforce development boards around data collection. Applicants may propose their own additional performance measures with specific numeric goals. Plans for tracking and reporting performance data should include pre- and post-release from incarceration, if applicable, and must include co-enrollment of participants in WIOA, if applicable. For those applicants planning to serve youth/young adults and adults, tracking and reporting of performance on the WIOA primary indicators and REO-specific goals below must be done separately such that youth and young adult participants are tracked and reported together, while adult participants are tracked and reported separately. (Up to 4 Points)

WIOA Primary Indicators of Performance: Youth & Young Adult Populations

- Education & Employment Rate – Second Quarter After Exit. (Minimum goal is 75 percent.)
- Education & Employment Rate – Fourth Quarter After Exit. (Minimum goal is 70 percent.)
- Median Earnings – Second Quarter After Exit. (Minimum goal is \$5,000.)*
- Credential Attainment. (Minimum goal is 80 percent.)

WIOA Primary Indicators of Performance: Adult Populations

- Employment Rate – Second Quarter After Exit. (Minimum goal is 75 percent.)
- Employment Rate – Fourth Quarter After Exit. (Minimum goal is 70 percent.)
- Median Earnings – Second Quarter After Exit. (Minimum goal is \$7,000.)*
- Credential Attainment. (Minimum goal is 85 percent.)

Additional information on these performance indicators is available in [Training and Employment Guidance Letter \(TEGL\) 10-16, Change 3: Performance Accountability Guidance for Workforce Innovation and Opportunity Act \(WIOA\) Core Programs](#).

As part of their data collection, all grantees must request participants' social security numbers (SSNs). This is subject to change pending further ETA guidance.

*Median Earnings – Second Quarter After Exit goals take into consideration that many participants work part-time initially. Grantees awarded under this FOA will be required to track and report part-time versus full-time employment.

REO-Specific Goals: Youth, Young Adult, and Adult Populations

- Enrollment in a Registered Apprenticeship Program (RAP). (Minimum goal is 10 percent.)*
- Recidivism rate. (Minimum goal is lower than the most recently available state-wide recidivism rate for the state(s) in which the grantee is operating.)

*To be eligible to enroll in a RAP, individuals must be at least 16 years old. Because youth-serving applicants under this FOA can serve individuals ages 15 to 17, a portion of their participants may not be eligible to enroll in a RAP. For youth-serving applicants, the minimum goal for enrollment in a RAP is 10 percent of participants who are eligible to enroll in a RAP.

3. Project Design (Up to 58 Points)

- i. Propose methods that the project will use to address the stated outcomes and outputs. Grant applicants must describe how the strength of their proposed strategies will ensure that the stated goals are met or exceeded. Plans and strategies are to be specific, quantifiable statements and clearly linked to each WIOA primary indicator of performance and REO-specific goal. Outline a plan of action that describes the scope and detail of how the project will accomplish the proposed work and include timelines for completion of work. Clearly specify if the project proposed in the application will serve youth and/or young adults or only adults. Describe participant recruitment plans, including a feasible process to identify, select, and wait-list participants. Include a three to six month planning period. (Up to 8 Points)
- ii. Describe the amount and strength of evidence and data available that supports the project design. Link the proposed strategies to the identified outcomes and cite rigorous evaluation studies conducted to support the proposed strategies, as appropriate. If no compelling evidence or data exists due to the innovative nature of the proposed project, describe the information, experiences, and assumptions that suggest the project might produce the intended outcomes. (Up to 4 Points)
- iii. Describe specific industries on which the grant will focus, using documentation of labor market information (LMI) demonstrating high regional need for workers trained in those industries. ETA intends to consider industry in making grant selections, and targeted industries include: shipbuilding, AI infrastructure build-out, advanced manufacturing, nuclear energy, transportation, domestic mineral production, and information technology including AI. Mere mention of these industries is not adequate for full points. Applicants should demonstrate the local labor market's need for workers in these industries, such as local economic activity or economic development that would result in employment for workers in these industries. Applicants should also describe how this target industry is reflected in the proposed project's grant activities, employer partners, and training plans. (Up to 8 Points)

- iv. Account for all functions or activities identified in the application. State the reason for taking the proposed approach rather than other approaches. If planning to serve youth and young adults within the same project, specify how participants from each population will be served separately from participants in the other population(s). Due to the unique safety, development, education, training, and social needs of each age group, applicants proposing to serve youth and young adults in the same project must clearly and specifically describe how their project will be designed to service the populations separately and ensure that youth participants do not interact with young adult participants, and vice versa. Identify any potential barriers and describe how the project will be able to overcome those barriers. For applicants planning to serve currently incarcerated individuals or individuals under criminal justice system supervision, include viable procedures to provide services in the event of restrictions to internet and/or grantee staff access inside the correctional facility, residential reentry center, etc. (Up to 8 Points)

At a minimum, grant program activities must include:

- Training programs, including classroom training or work-based training such as On-the-Job training, pre-apprenticeships, or Registered Apprenticeship Programs. Such training must result in an industry-recognized credential and prepare participants for employment in jobs in-demand in the regional economy, and, where appropriate, can include AI coursework;
- Career development services which must at a minimum include:
 - Screening for WIOA eligibility and co-enrollment when eligible;
 - High-quality assessments of prior learning and skills to inform training and employment services;
 - Foundational skills development, including digital and financial literacy, soft skills development; and workplace etiquette and professionalism; and
 - Job search strategies.
- IDP creation and implementation;
- Provision of or referral to supportive services, if necessary, though the applicant must describe how other local, state, or Federally-funded sources of supportive services will be exhausted before REO funds are used to pay for them;
- Mentorship programs; and
- Follow-up services for at least 12 months.

In addition to what is listed above as being required of all projects, projects serving youth (ages 15-17) and/or young adults (ages 18-24) must also include:

- Needs assessments repeated every 6 months, beginning at intake/enrollment.

In addition to what is required of all projects, projects serving adults (ages 25 and over) must include:

- Needs assessments; and
- Placement in unsubsidized employment.

NOTE: Applicants must ensure that any occupational education or training provided has no federal, state, or local regulations that restrict individuals with criminal records from obtaining licenses or other necessary credentials in the selected career.

- v. Fully describe how the partnerships in place for the project are comprehensive and provide written commitments from those partners through MOUs/LOCs. Required partnerships are outlined in Section [III.I](#). The required components of each partnership described in this FOA must be included in the MOU/LOC to receive full points for this section. Applicants without reentry experience are strongly encouraged to partner with organizations that have experience in reentry. Partner organizations that have experience in reentry may be with or without IRS 501(c)(3) non-profit status. (Up to 18 Points)

Applicants are also encouraged to work with additional partners to leverage resources. Applicants should identify organizations that can provide complementary services to support program participants, so that REO funds can be reserved for workforce development services and supportive services that cannot be funded by other local, state, or Federal sources. Complementary services may include supportive services and additional workforce and job placement services.

- vi. Explain how the applicant will manage and staff the project. Describe how staff, organizational experience, and management contribute to the ability of the applicant to conduct the project and its requirements and meet program expectations. Describe the organizational structure, as well as the staffing plan for all key staff positions, such as the Project Director/Manager, Fiscal Director/Manager, and Employer Outreach Coordinator. The Project Director/Manager's time, for this RESTART grant, must be at 100% FTE, as shown in the budget narrative. Applicants must also identify and describe the fiscal and administrative controls in place to properly manage federal funds, and the capability of the organization to sustain project activities after federal financial assistance ends. (Up to 6 Points)
- vii. Describe how the applicant will integrate its proposed grant activities with the resources of the public workforce system. State applicants are encouraged to describe how services funded under this project will align with how the state uses or is planning to use flexibilities within WIOA to expand services to the youth, young adults, or adults targeted within this project. Those flexibilities may include ways the state has revised state policies, adopted more flexible service delivery strategies, or has used or is planning to request waivers, including the waivers outlined in [TEGL 05-25](#). For all applicants, explain how such integration will connect to existing efforts that will be sustained after this grant's period of performance ends. (Up to 6 Points)

4. Past Performance – Programmatic Capability (up to 14 Points)

Organizations will receive points based on their past performance data of a completed grant (or cooperative agreement). Applicants must complete and submit a Past Performance Chart as an attachment to the Project Narrative in order to receive points. Applicants must use the below information to determine which instructions are applicable to their organization as the instructions differ depending on past grant (or cooperative agreement) experience. Applicants that don't provide the applicable past performance information will receive zero points for this section.

Applicants who have completed a REO grant award within the past five years of the closing date of this Announcement:

Applicants will receive points based on the past performance of their most recently completed REO grant, demonstrated by the Quarterly Performance Report ETA-9173. Using information from their final Quarterly Performance Report, the applicant must provide a Chart that complies with the Past Performance Chart instructions below, as an attachment to the Project Narrative.

Applicable REO grants that can include past performance in this category must have been completed in the last five years, including: Reentry Projects (RP) 2; RP 3; Pathway Home (PH) 1; Young Adult Reentry Partnership (YARP) 1; PH 2; YARP 2; Growth Opportunities (GO) 1; and PH3.

Applicants who have completed an ETA grant award within the past five years of the closing date of this Announcement but not a REO grant award:

Applicants will receive points based on the past performance of their most recently completed ETA grant award, including WIOA title I formula grant awards, demonstrated by the Quarterly Performance Report. Using information from their final Quarterly Performance Report, the applicant must provide a Chart that complies with the Past Performance Chart instructions below, as an attachment to the Project Narrative.

Applicants that have completed a grant or cooperative agreement within the past five years of the closing date of this Announcement but not a REO, WIOA title I, nor other ETA grant award:

Applicants that have completed a federally and/or non-federally funded assistance agreement similar in size, scope, and relevance to the proposed project must provide a Chart that complies with the Past Performance Chart instructions below, as an attachment to the Project Narrative.

In addition to the Past Performance Chart instructions below, for non-ETA grants, the chart must be signed by the grantor or a letter must be provided from the grantor verifying the past performance data. This letter must be on grantor letterhead and contain contact information for the grantor. The non-ETA assistance agreement must meet the following requirements, or zero points will be given for this section.

- Completed within five years of the closing date of this Announcement.
- To confirm the applicant has completed a project of similar size and scope, the funding amount of the grant reported on must be at least \$400,000.
- Must have enrolled at least 40 participants during the grant period.
- Must have provided workforce development services.

Past Performance Chart Instructions

Below is a template for the Past Performance Chart. Applicants must include all information shown on the template or their application will receive zero points.

Applicants should use the performance indicators most similar to:

1. employment/education placement (post program completion) or employment/education rate – second quarter after exit

2. credential/degree attainment rate
3. employment/education retention (post-program completion) or employment/education rate – fourth quarter after exit

ETA views the above indicators as the most critical to demonstrating that the applicant’s past success in a similar program has prepared its organization to succeed in operating a REO project. Applicants may substitute a different indicator if the substituted indicator is applicable to the outcomes required in this FOA. The chart must detail 3 significant performance goals and the outcomes of those goals in order to demonstrate if and how the applicant successfully completed and managed the agreement.

Data for each performance indicator must be displayed as both a fraction (e.g., the numerator equal to the number of program participants who achieved the identified indicator (Outcome) and the denominator equal to the total program participants expected to achieve the identified indicator (Goal) and the Rate of Goal Achievement (percentage).

DOL reserves the right to disqualify indicators that are determined not to be sufficiently similar to the indicators above and award zero points for non-qualifying indicators.

Applicants will receive points based on the three past performance goals for their most recently completed grant, demonstrated in the performance chart as follows:

- Applicants that exceeded all three of the performance goals will receive 14 points for this subsection.
- Applicants that exceeded at least one of the performance goals and met the remaining performance goals will receive 12 points for this subsection.
- Applicants that met all three of the performance goals will receive 8 points for this subsection.
- Applicants that met at least one of the performance goals but did not meet the remaining performance goals will receive 4 points for this subsection.
- Applicants that did not meet any of the performance goals will receive 0 points for this subsection.

Below is the required information and a format for the chart:

Name of Previous Grantor Organization:
Grantor Contact - Name, Title, E-mail Address, and Telephone Number (non-ETA grants only):
Grantor Contact Signature (non-ETA grants only):
Name of Grant Recipient, Project Grant Number and Title:
Project Period of Performance Dates (including extensions, if applicable):
Number of Participants Enrolled:
Population Served:

Performance Information				
Performance Indicator	Goal	Outcome	Outcome /Goal (Fraction)	Rate of Goal Achievement (Percentage)
<i>Employment/education placement (post program completion) or employment/education rate – second quarter after exit</i>	60	58	58/60	97%
<i>Credential/degree attainment</i>	100	105	105/100	105%
<i>Retention in education or employment (post-program completion) or employment/education rate – fourth quarter after exit</i>	42	37	37/42	88%

5. Budget and Budget Narrative (Up to 8 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. Applicants will receive points for the budget and budget narrative as follows:

1. The extent to which the proposed expenditures will address all project requirements, and whether key personnel have adequate time devoted to the project to achieve project results. (Up to 2 points)
2. The extent to which the budget narrative provides a description of costs associated with each line item on the SF-424A, and includes the cost-per-participant. It should also include a complete description of leveraged resources provided (as applicable) to support grant activities. (Up to 4 points)
3. Whether or not the totals on the SF-424A and the Budget Narrative align. (2 points or no points)

6. Priority Consideration (Up to 6 Points)

Applicants may receive 2 bonus points if they indicate in their Project Design and highlight in their abstract that they will focus on providing shipbuilding-related training and/or employment to participants.

Applicants may receive additional points if the required LOC/MOU submitted between themselves and an employer partner specifies that the employer is a Registered Apprenticeship Program sponsor and will offer Registered Apprenticeship opportunities to RESTART participants. Applicants who document that one employer partner is a Registered Apprenticeship Program sponsor and will offer Registered Apprenticeship opportunities to RESTART participants will receive 2 bonus points. Applicants who document that two or more of their employer partners is a Registered Apprenticeship Program sponsor and will offer Registered Apprenticeship opportunities to RESTART participants will receive 4 bonus points total.

Applicants wishing to be considered for some or all of these bonus points must identify in their abstract which bonus points and the applicable documentation.

D. Attachments to the Project Narrative

In addition to the Project Narrative, the application also includes required and requested attachments as explained below (see Section [VI.A](#) on which required attachments must be submitted in order for the application to be reviewed). These attachments must be clearly labeled and do not count toward the Project Narrative page limit. Any other attachments included beyond those listed below will not be reviewed in the scoring of the application.

We encourage applicants to name the files using the document names listed below. Do not include special characters (e.g. &, -, *, %, /, #). However, underscores (for example: My_Attached_File.pdf) to separate a file name are acceptable.

1. Required Attachments

a. Abstract

You must submit an up to three-page abstract summarizing the proposed project. If you do not submit the abstract, your application will still be reviewed, but it may impact your score. See Section VI.A for a list of items that will result in the disqualification of your application. If you are 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:

- the applicant's name;
- the city and state of the applicant's headquarters;
- a statement specifying whether the applicant is an SWDB, SAA, or criminal justice agency, if applicable;
- a statement specifying whether they are in a state with an SAA or OA state;
- the project title;
- the project purpose;
- a description of the area to be served;
- population being served/intended beneficiaries;
- the number of participants to be served;
- the expected outcomes;
- the funding level requested;
- the total cost-per-participant;
- subrecipient activities, if applicable;

- the name and address of all required partners, including the corresponding partner type;
- whether or not one or more employer partner(s) is a Registered Apprenticeship Program sponsor, if applying for the priority consideration bonus points;
- the name(s) of other partners;
- the specific industries targeted for training and employment, highlighting shipbuilding related training and/or employment if applying for the priority consideration bonus points; and,
- activities to be performed.

b. Letters of Commitment/Memoranda of Understanding from Required Partners

Submit a signed and dated Letter of Commitment (LOC) or Memorandum of Understanding (MOU) between the applicant and each required partner outlined in Section [III.I](#). (An email or other form of written communication that meets all requirements in Section [III.I](#) is also acceptable.) These letters must be uploaded as an attachment to the application package and labeled “Letters of Commitment.”

Applications that do not include these written commitments from each required partner will be found non-responsive. Please note, general Letters of Support are not acceptable and will not be counted towards, or as, LOCs and/or MOUs.

2. Requested Attachments

We request the following attachments. If you do not submit the attachments, your application will still be reviewed, but it will impact your score, unless otherwise noted.

a. Past Performance Documentation

This attachment must include both the Past Performance Chart and the Grantor Verification Letter (if the chart is not signed by the Grantor).

See Section [IV.C](#) for which applicants are to submit this documentation and additional instructions.

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

b. Letter of Support from the State Governor or Other Stakeholders

Applicants that submit a letter of support from the Governor or other stakeholders as described in Section [IV.C](#) should ensure that the letter is signed and dated. Upload the letter as an attachment to the application package and label it clearly such as “Letter of Support from Governor.”

c. Letters of Commitment or MOUs from Additional Partners

Submit signed and dated Letters of Commitment or Memoranda of Understanding between the applicant and partner organizations and/or sub-grantees that propose to provide services to support or evaluate the program model and lead to the identified outcomes.

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

d. Statement of Need Data

As described in Section [IV.C.1.ii.c.](#) and [Appendix A](#), all applicants must attach a table identifying the poverty rate, crime rate, and labor force participation rate of the target area(s). A map showing that the Census Tracts are contiguous is also required.

e. 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 [III.H.](#) This attachment does not impact scoring of the application.

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

f. Financial System Risk Assessment Information

All applicants are requested to submit Funding Opportunity Announcement Financial System Risk Assessment Information. See Section [VI.D](#) for additional instructions. This attachment does not impact the scoring of the application.

V. SUBMISSION REQUIREMENTS AND DEADLINES

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. Unique Entity Identifier and System for Award Management

All applicants for Federal grant funding must have a Unique Entity Identifier and be registered in the System for Award Management.

For a complete understanding of this application requirement, see the [2026 Application Guide](#), Section V.B Unique Entity Identifier and System for Award Management.

C. Submission Instructions

Applicants must electronically submit their application through Grants.gov by 11:59 p.m. Eastern Time on 04/15/2026. We will not review applications received after 11:59 p.m. Eastern Time on the closing date. We will not accept applications sent by hardcopy (mail or hand delivery), e-mail, telegram, or facsimile (FAX).

For a complete understanding of this application requirement, see the [2026 Application Guide](#), Section V.C Submission Instructions.

D. Intergovernmental Review

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

E. Other Submission Requirements

If you encounter a problem with Grants.gov and do not find an answer in any of the other resources, call 1-800-518-4726 or 606-545-5035 to speak to a Customer Support Representative or email support@grants.gov.

VI. APPLICATION REVIEW INFORMATION

A. Responsiveness Review

Application Screening Criteria

Use the checklist below as a guide when preparing your application package to ensure your application meets all of the screening criteria and contains all required items. Applicants should not include the checklist in the application package. Applications that do not meet all the requirements in the table below will not move forward through the merit review process or be considered for an award.

Application Requirement	Instructions	Complete?
Submission requirements are met	Section V.C	
Eligibility criteria are met and which age groups served. Applications from national and regional intermediary organizations proposing to serve adults (ages 25 years and over) will be found non-responsive and not receive further consideration.	Section II.A	
Applications that fail to propose to serve the minimum number of participants required by the specific funding amount requested will be found non-responsive and not receive further consideration.	Section III.C	
Components of the application are saved in one of the specified formats and are not corrupt. (<i>We will attempt to open the document but will not take any additional measures in the event of problems with opening.</i>)	Section V.C	
SAM Registration	Section V.B	
SF-424 includes a Unique Entity Identifier (UEI) and line 18a. falls within the funding range (\$1,000,000 to \$5,100,000)	Section V.B	
SF-424A, Budget Information Form	Section IV.B	
Budget Narrative	Section IV.B	
Project Narrative	Section IV.C	

LOCs/MOUs from all Required Partners. Applications that fail to attach written commitments from all required partners will be found non-responsive and not receive further consideration.	Section IV.D	
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B. Review Criteria

Criterion	Points (Maximum)
1. Statement of Need (See Section IV.C.1 Statement of Need)	14 total
2. Expected Outputs and Outcomes (See Section IV.C.2 Expected Outcomes and Outputs)	6 total
3. Project Design (See Section IV.C.3 Project Design)	58 total
4. Past Performance – Programmatic Capability (See Section IV.C.4 Past Performance – Programmatic Capability)	14 total
5. Budget and Budget Justification (See Section IV.C.5 Project Budget)	8 total
6. Priority Consideration (See Section IV.C.6 Priority Consideration)	6 total
TOTAL	106

For a complete understanding of this application requirement, see the [2026 Application Guide](#), Section VI.B Review Criteria.

C. Review and Selection Process

Merit Review and Selection Process

A technical merit review panel will carefully evaluate applications based on the selection criteria. As outlined in section [VI.B](#) above, the selection criteria are based on the policy goals and priorities explained in this FOA.

Up to 106 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 selecting applications for funding. The panel results are advisory in nature and not binding on the Grant Officer. The Grant Officer can make selections based solely on the final scores or take into consideration other relevant factors when applicable. Such factors may include the geographic distribution of funds, target industries, limiting the saturation of funds in a target area, strength of written commitments from required partners, 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. If a grant is 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.

Prior to issuance, and annually thereafter, awards will be subject to review in accordance to the process described in [Executive Order 14332, "Improving Oversight of Federal Grantmaking."](#)

D. Risk Review

Risk Review Process

Before making an award, ETA will consider any information about the applicant that is in the responsibility/qualification records available in SAM.gov (see 41 U.S.C. 2313). For ETA to assess the applicant's Financial System, all applicants need to submit the Financial Risk Assessment explained in the application guide (Section VI.D) at the link below.

For a complete understanding of this application requirement, see the [2026 Application Guide](#), Section VI.D Risk Review.

VII. AWARD NOTICES

A. Award Document

A Federal Notice of Award document, signed by the Grant Officer, is the official document that obligates funds. If selected, this document will be provided electronically.

B. Award Timing and Notification to Applicants

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 email and may request a written debriefing on the significant weaknesses of their application.

Selection of an organization as a recipient does not mean that their grant application is approved 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.

VIII. POST AWARD REQUIREMENTS AND ADMINISTRATION

A. 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.

For a complete understanding of this application requirement, see the [2026 Application Guide](#), Section VIII.A Administrative and National Policy Requirements.

2. Religious Activities

Guidance from DOL on the effect of the Religious Freedom Restoration Act on recipients of DOL financial assistance is found at <https://www.dol.gov/agencies/oasam/grants/religious-freedom-restoration-act/guidance>.

For a complete understanding of this application requirement, see the [2026 Application Guide](#), Section VIII.A Administrative and National Policy Requirements.

3. Other Legal Requirements

For a complete understanding of the application requirements on Lobbying or Fundraising with Federal Funds; Transparency Act; Safeguarding Data Including Personally Identifiable Information (PII); Record Retention; Use of Contracts and Subawards; and Grant Closeout, see the [2026 Application Guide](#), Section VIII.A Administrative and National Policy Requirements.

4. 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 program(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).

For a complete understanding of this application requirement, see the [2026 Application Guide](#), Section VIII.A Administrative and National Policy Requirements.

DOL Disclaimer

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

For a complete understanding of this application requirement, see the [2026 Application Guide](#), Section VIII.A Administrative and National Policy Requirements.

Intellectual Property Rights and Open Licensing

All work created using grant funds must be in a format that is readily accessible and available for open licensing to the public. This is required by 2 CFR Part 2900.13, and 2 CFR 200.315(d) to ensure DOL funds have as broad an impact as possible and to encourage innovation and the development of new learning materials.

For a complete understanding of this application requirement, see the [2026 Application Guide](#), Section VIII.A Administrative and National Policy Requirements.

Credential Transparency

DOL requires that grantees make publicly available information about industry-recognized credentials using linked open data formats that support full transparency and interoperability. This ensures individuals, employers, educators, and training providers have access to the most complete, current and beneficial information about providers, programs credentials, and competencies supported by federal funds.

For a complete understanding of this application requirement, see the [2026 Application Guide](#), Section VIII.A Administrative and National Policy Requirements.

5. Special Program Requirements

a. DOL Evaluation

As a condition of grant award, as per 2 CFR Part 200.301, grantees are required to participate in an evaluation, if undertaken by DOL.

For a complete understanding of this application requirement, see the [2026 Application Guide](#), Section VIII.A Administrative and National Policy Requirements.

b. Performance Goals

Applicants will be held to outcomes provided in their application. Failure to meet outcomes may result in technical assistance, intervention by ETA, or may have a significant impact on future grants with ETA.

B. Reporting

You must meet DOL reporting requirements for quarterly financial and performance reports.

For a complete understanding of this application requirement, see the [2026 Application Guide](#), Section VIII.B Reporting.

IX. RESOURCES

For additional information on A. Web-Based Resources; B. Industry Competency Models and Career Clusters; C. WorkforceGPS; D. SkillsCommons; E. DOL's Clearinghouse for Evaluation and Research (CLEAR); and F. Data and Other Evidence Research Resources, see the [2026 Application Guide](#), Section IX External Resources.

X. OMB INFORMATION COLLECTION

OMB Information Collection No 1225-0086, Expires June 30, 2028.

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 February 25, 2026, in Washington, D.C. by:

Chaya Anderson
Grant Officer, Employment and Training Administration

APPENDIX A: INSTRUCTIONS FOR REQUIRED STATEMENT-OF-NEED ATTACHMENT

To receive points on Section [IV.C.1.ii.c](#), applicants must attach a table with specific data to support the number of proposed participants in each of the areas to be served and a map showing that the Census Tracts are contiguous. (This map can be a screenshot of the Census website.) The table must include the poverty rate, violent crime rate, and labor force participation rate for each county, Indian Reservation or Native Land, or contiguous Census Tracts proposed to be the target area(s) of the grant. Detailed instructions for obtaining these rates are below.

1. Poverty Rate Calculation (American Community Survey Data)

Applicants must use American Community Survey (ACS) data to define counties, Indian Reservations or Native Lands, or contiguous Census Tracts as target areas for their grants. Note that cities are not on this list and the poverty rate of contiguous Census Tracts must be used to define target areas within cities.

Directions for using ACS data to determine high-poverty areas are as follows. Subsection i. describes how to identify the poverty rate of an overall county. Subsection ii. describes how to identify the poverty rate of contiguous high-poverty Census Tracts in a city or county. Subsection iii. describes how to determine the poverty rate of American Indian Reservations, Oklahoma Tribal Statistical Areas, Alaska Native Village Statistical Areas or Alaska Native Regional Corporation Areas, Native Hawaiian Homeland Areas, or other tribal areas.

i. Determining the Poverty Rate of an Overall County

The directions for determining the poverty rate of counties differ for counties with populations greater than 5,000 and counties with a population less than 5,000.

For counties with a population of 5,000 and more:

- Click on <https://www.census.gov>.
- Scroll down the page to “Need data quickly? Access local data with QuickFacts.” Click on View QuickFacts.
- On the page that comes up, type in the name and state of your county, and then hit return.
- A page will come up with various information on your county and the entire United States. Scroll down near the bottom of the table under Income and Poverty and it will give you Persons in Poverty, percent for your county and for the United States.

For counties with a population of less than 5,000:

- Go to: <https://www.census.gov/acs/www/data/data-tables-and-tools/narrative-profiles>.
- A page will open with options to select from various geographic types. Select County. Then select your state from the dropdown menu.
- Once you have selected your state you can select your county from the dropdown menu of counties.
- Once you have selected your county click on Get Narrative Profile. It will take a few seconds for the Narrative Profile to load.
- Once the Narrative Profile loads, scroll down to Poverty and Participation in Government Programs to see the Poverty Rate. Use the Poverty Rate shown first, People in Poverty.

If you want to use your entire county as the target area all you need to do is state in your application the poverty rate of the county and that this is the poverty rate provided on the Census webpage. Go to Section 2 if you want to identify contiguous Census Tracts with poverty rates higher than that of the overall county. Note that you can choose to use either the county poverty rate or the poverty rate of contiguous Census Tracts. It is not sufficient to simply use the poverty rate of a city because the poverty Census tracts in a city may not be contiguous.

ii. ***Determining the Poverty Rate of Contiguous Census Tracts in your City or County or State***

- Go to <https://data.Census.gov/cedsci>
- A box will come up with the words “Find Tables, Maps, and More...” Type in the name of your city or county and state, plus the words “city” or “county” and “poverty status.” For example, Cincinnati City, Ohio Poverty Status or Hamilton County, Ohio poverty status. Do not just click on the name of the city or county when it comes up; you need to type “poverty status” after the name of the city or county to search for the poverty table that you need.
- On the next page a series of tables will come up. The first table listed is S1701-Poverty Status in the Past 12 Months. Do not click on the table name, instead click View All 23 Products immediately below the table name. This will expand the options for the S1701-Poverty status in the Past 12 months.
- Next select the 2020: ACS 5-Year Estimates Subject Tables. (Note that as these directions are written the Census Bureau is showing 2020 data, but eventually it will make 5-year estimates available for 2021. Use whichever year of data is available at the time you are using the Census website. You don’t need to update your calculations with 2020 data if 2021 data becomes available later.)

- A table will appear showing the poverty rate of the overall city or county. Above the table is a row of 17 tabs or icons. Click on Map, which is the last tab in the row. The map should take you directly to your city or county. If it just takes you to your overall state, start all over again and make sure that you add “city” to the name of your city or “county” to the name of your county in Step 2. For example, instead of “St. Louis, Missouri Poverty Status,” type in “St. Louis City, Missouri Poverty Status.”
- Then, you need to change the view of the map to include Census Tracts. Above the map the tabs or icons have changed. Click on the Layer. In the box that appears with available layers, search for “Tract.” Next, select Census Tract or Tribal Census Tract as appropriate.
- Once you click, you will see the Census tracts in your city or county. To see the Census tract numbers and street names you may need to magnify (zoom in) part of the map by using the plus and minus signs at the top right corner of the map. (Note: you will not be able to see Census Tracts unless you have selected the ACS 5-year Estimates in Step 4.)
- Now, you are ready to start selecting Census tracts for your target area. Place your cursor over a Census tract and click on it, and then you will be given the opportunity to select it. It is not enough to just click once on a Census tract; you must click once on the Census tract and click again on the word “Select” when prompted. Once you select a Census tract it will become highlighted.
- You may select Census tracts individually, or you may select many at once. To select multiple Census tracts, you must click on Select in the row of icons or tabs above the map. Then you can click and drag your cursor over several Census Tracts. Once you select a Census tract it will become highlighted. To stop selecting multiple Census Tracts you need to exit the Select-mode by clicking the Select icon or tab again.
- Make sure to select all the Census tracts that you expect to be in the target area. Make sure that the Census are contiguous as required in this grant announcement.
- When you have selected all of your Census tracts, take a screenshot of the map to include in your application because you may not be able to easily return to the map again.
- Once you have selected all the Census tracts that you want and made a screenshot of the map, click on Table in the row of icons and tabs near the right end.
- The Map Table will appear on the same page. Click View Full Table above all the table data and just beneath the table’s title.
- Next, the full table should show the total population estimate, population below poverty level, and percent below poverty level for each of the Census tracts that you selected. You may need to scroll left or right using the horizontal scrollbar at the bottom of the table.
- We are only interested in the top row of the table—the total population of each Census tract and the population below poverty level. You may now export this data to a Microsoft Excel spreadsheet (or CSV file) by clicking Excel or CSV in the row of tabs or icons. In Excel, the table data is in the Data worksheet, but the Information worksheet is displayed first when the file is opened. In Excel, you can navigate between worksheets by clicking the tab names at the bottom of the page beside the horizontal scrollbar.
- After your data is in a spreadsheet, you may want to delete the extraneous data or reorganize the data as you see fit. Add together (sum) the number of people below poverty level in all Census Tracts in the target area. Next, add together (sum) the total

populations in all Census Tracts in the target area. Then, divide the total number of people below poverty level by the total population for the target area. This is the average weighted poverty rate for the target area that is scored for applicants with one target area.

- Include this table showing the Number of People Below Poverty Level and the Total Population for each Census Tract in your application, as well as the combined Population Below Poverty Level and Total Population of all of the Census tracts in the target area.
- For applicants with more than one target area, you will need to provide this table and map in your application for each target area. Additionally, you will need a table showing the Total Population and Population Below Poverty Level for each target area and all target areas combined. This is the average weighted poverty rate that is scored for applicants with multiple target areas.

iii. Determining the Poverty Rate of Census Tracts in Indian Reservations, Oklahoma Tribal Statistical Areas, Native Alaskan Villages, or Native Hawaiian Homelands

- Go to <https://data.Census.gov/cedsci>
- A box will come up with the words “Find Tables, Maps, and More...” Type in the name of your state, plus the words “poverty status.” Do not just click on the name of the state when it comes up; you need to type “poverty status” to search for the poverty table that you need.
- On the next page a series of tables will come up. The first table listed is S1701-Poverty Status in the Past 12 Months. Do not click on the table name, instead click View All 23 Products immediately below the table name. This will expand the options for the S1701-Poverty status in the Past 12 months.
- Next, select the 2020: ACS 5-Year Estimates Subject Tables. (Note that as these directions are written the Census Bureau is showing 2020 data, but eventually it will make 5-year estimates available for 2021. Use whichever year of data is available at the time you are using the Census website. You don’t need to update your calculations with 2020 data if 2021 data becomes available later.)
- A table will appear showing the poverty rate of the state. Above the table is a row of 17 tabs or icons. Click on Map, which is the last tab in the row.
- Then, you need to change the view of the map to include Indian Reservations and Native Lands. Above the map the tabs or icons have changed. Click on the Layer. In the box that appears with available layers, search for “Native.” Next, select the first box “American Indian/Alaska Native/Native Hawaiian Area” or the most fitting Layer with ACS data for your population.
- Once you click, you will see Indian Reservations, Tribal areas, Native Alaskan villages, and Native homelands (collectively “areas”) for your state. You may need to magnify (zoom in) part of the map by using the plus and minus signs in the top right corner of the map.
- Now, you are ready to start selecting your target area. Place your cursor over an area and click on it, and then you will be given the opportunity to select it. It is not enough to just click once; you must click once on the area and click again on the word Select when prompted. Once you select a reservation or Native area it will become highlighted.
- You may select areas individually, or you may select many at once. To select multiple areas, you must click on Select in the row of icons or tabs above the map. Then you can

click and drag your cursor over several areas. To stop selecting multiple areas you need to exit the Select mode by clicking the Select icon or tab again.

- Make sure to select all the reservations or Native areas that you expect to be in the overall target area. Make sure that the reservation and Native areas are contiguous as required in this grant announcement.
- When you have selected all of your areas, take a screenshot of the map to include in your application because you may not be able to easily return to the map again.
- Once you have selected all the areas that you want and made a screenshot of the map, click on Table in the row of icons and tabs near the right end.
- The Map Table will appear on the same page. Click View Full Table above all the table data and just beneath the table's title.
- Next, the full table should show the total population estimate, population below poverty level, and percent below poverty level (poverty rate) for each of the areas that you selected. You may need to scroll left or right using the horizontal scrollbar at the bottom of the table to see all areas.
- We are only interested in the top row of the table—the total population of each area and the population below poverty level. You may now export this data to a Microsoft Excel spreadsheet (or CSV file) by clicking Excel or CSV in the row of tabs or icons. In Excel, the table data is in the Data worksheet, but the Information worksheet is displayed first when the Excel file is opened. In Excel, you can navigate between worksheets by clicking the tab names at the bottom of the page beside the horizontal scrollbar.
- After your data is in a spreadsheet, you may want to delete the extraneous data or reorganize the data as you see fit. Add together (sum) the number of people below poverty level in all areas in the target area. Next, add together (sum) the total populations in all areas in the target area. Then, divide the total number of people below poverty level by the total population for the target area. This is the average weighted poverty rate for the target area that is scored for applicants with one target area.
- Include this table showing the Number of People Below Poverty Level and the Total Population for each area in your application, as well as the combined Population Below Poverty Level and Total Population of all of the areas in the target area.
- For applicants with more than one target area, you will need to provide this table and map in your application for each target area. Additionally, you will need a table showing the Total Population and Population Below Poverty Level for each target area and all Target areas combined. This is the average weighted poverty rate that is scored for applicants with multiple target areas.

2. Crime Rate Calculation (Federal Bureau of Investigation (FBI) Report)

To calculate the crime rate, use the FBI report, Crime in the United States, Offenses Known to Law Enforcement, [FBI—Table 10](#). Table 10 from Crime in the United States, 2019 lists Metropolitan Statistical Areas (MSAs) divided by states in alphabetical order.

Applicants serving more than one target area must provide a summary table that lists the population and number of crimes for each of the proposed target areas. The total number of crimes of the combined target areas, divided by the total population of the combined target

areas, multiplied by 100,000, is the average crime rate per 100,000 residents required for the applicant.

If the target area is in an MSA and comprised of Census tracts within one principal city, then use the data provided for that principal city. Divide the number of crimes by the population, and then multiply the result by 100,000 to determine the required crime rate. If the target area is in an MSA and comprised of Census tracts not confined to one principal city listed, then the "Rate per 100,000 inhabitants" for that MSA provided in the table is the required crime rate.

If the target area is not in an MSA listed in Table 10, applicants may use the crime rate of their county, Indian Reservation, or Native Land. Only these applicants may use data from other sources. Permissible data sources are limited to the following: official reports, briefs, or documents disseminated by federal, state, local, or Tribal law enforcement, public safety, or public health agencies during or after 2024. In all cases, the applicant must provide documentation of its data source.

3. Labor Force Participation Rate Calculation (United States Census Bureau Data)

- Go to <https://data.census.gov/cedsci/>
- Type "S2301" into the box and click "Search" Under S2301 Employment Status.
- At the top of the table, beneath the table name, click on the box that says "2023: ACS 1-Year Estimates Subject Tables" and switch to '2023: ACS 5-Year Estimates Subject Tables'.
- Click "Geos," which is the second icon from the left.
- Scroll down and select "Zip Code Tabulation Area."
- Select your state.
- Search for your zip code then select your zip code, or if using multiple zip codes, select all applicable zip codes.
- Once you select the applicable zip code(s) click the X at the top right of the box.
- First determine the civilian labor force for each age group. To find the civilian labor force for each age group, use the labor force participation rate estimate for the populations aged 16 to 19 and 20 to 24 (Scroll right on the table to find the labor force participation rate estimate). Multiply the total estimated population of that age group by the labor force participation rate for the same population to determine the civilian labor force number.
- Next, to determine the total number of unemployed youth in each age group, use the labor force participation rate estimate for the populations 16 to 19 years and 20 to 24. Multiply the civilian labor force of that age group by the labor force participation rate for the same population. Add the two numbers together to determine the total number of youth aged 16 to 24 that are unemployed within the zip code.
- Divide the total unemployed population aged 16 to 24 by the total civilian labor force aged 16 to 24 (as determined by adding the total civilian labor force value for 16 to 19 and 20 to 24) to provide a weighted average rate of youth labor force participation in the targeted area(s).
- If serving an area that encompasses multiple zip codes, add together the total estimated number of unemployed youths in each age group for each zip code and divide this total number by the total civilian labor force value for 16 to 24 for all zip codes. Divide the

total number of youth unemployed across all zip codes by the total civilian labor force across all zip codes to determine the weighted average labor force participation rate for the proposed service area.

APPENDIX B: DEFINITIONS

- **Career Development Services:** Career development services, which are required grant program activities, are services besides training that prepare participants for employment. Career services are defined in WIOA regulations at 20 CFR 678.430. For the purposes of this FOA, career development services are those career services that are particularly relevant for this program’s participants, highlighted below. Grantees are not required to provide each participant each of the career services listed below. Career-development services include but are not limited to:
 - ***Access to Continued Education and Training Resources***, i.e., in addition to any training delivered under the grant, informing participants about opportunities for continued education, including adult education classes, community college programs, online certifications, and the financing of such continued education include through traditional and workforce Pell grants. Emphasizing lifelong learning helps individuals stay competitive in the workforce and adapt to changes in industry demands, paving the way for career advancement.
 - ***Digital Literacy Training***, i.e., instructional programs or courses designed to equip individuals with the skills and knowledge necessary to effectively use digital tools and technologies, often considered a pre-requisite to AI literacy. Topics may include basic computer skills, internet navigation, online communication, safety and security, digital content creation, and collaboration tools. Digital literacy is an allowable component of WIOA eligible training programs.
 - ***Financial Literacy Training***, i.e., instructional programs or courses designed to equip individuals with the skills and knowledge necessary to make informed financial decisions and build economic stability, reducing vulnerability to fraud and protecting against identity theft. Topics may include budgeting and banking, credit management, financial decision making, and asset protection.
 - ***Goal Setting and Support***, i.e., assistance with setting realistic employment goals based on their skills, interests, and the local job market. Ongoing support from program staff, mentors, or peers can help maintain motivation and accountability as participants work toward achieving their goals.
 - ***Individualized Career Assessments***, i.e., comprehensive assessments that identify participants’ interests, skills, and work values. Strong assessments are more than initial assessments of skill levels and help to establish a clear understanding of each individual's strengths and areas for growth, guiding them toward potential career paths that align with their aspirations and abilities and are demanded in the local labor market.
 - ***Interview Preparation***, i.e., mock interviews and feedback sessions where participants practice responding to common interview questions, learn how to articulate their experiences and qualifications confidently, and learn how to address any potential concerns related to disclosure in a manner that emphasizes their growth and readiness for work.

- **Job Search Strategies**, i.e., the teaching of effective job search techniques such as networking, leveraging social media, and utilizing job boards, recruitment agencies, and community resources. Strong job search strategies empower participants to take initiative in their job search and expand their employment opportunities.
- **Job Shadowing**, i.e., a type of career exploration that includes experiential learning activities that allow participants to gain firsthand knowledge of different career paths, understand workplace environments, and build professional networks.
- **Mentorship and Coaching**, i.e., pairing participants with mentors or career coaches who possess knowledge of the job market and industry trends. Mentorship relationships provide valuable guidance, networking opportunities, and insights into successful career strategies. Coaches can also offer individualized support, encouragement, and accountability as participants work toward their career goals.
- **Networking and Professional Development**, i.e., the connecting of participants with professional networks and industry-specific organizations through opportunities to attend workshops, seminars, job fairs, and networking events. Active participation in these events enhances participants' visibility in their prospective fields and aids in the development of critical professional relationship.
- **Referrals to Supportive Services**, i.e., connecting participants to local resources and helping them access resources that can further aid their entry into and retention in employment such as referrals to legal assistance, support groups, transportation services, and assistance with obtaining driver's licenses.
- **Resume Building and Job Application Skills**, i.e., guidance on creating effective resumes and cover letters tailored to specific job opportunities. Activities may include how to highlight transferable skills and relevant experiences, especially those acquired during incarceration or through community service. Additionally, applicants learn to navigate online job application systems and prepare for job interviews.
- **Soft Skills Development**, i.e., the development of essential soft skills important for workplace success such as communication skills, teamwork, problem-solving, adaptability, and emotional intelligence. These attributes are crucial for building relationships with coworkers, supervisors, and clients, and are often a determining factor in hiring and promotion decisions.
- **Workplace Etiquette and Professionalism**, i.e., the educating of participants on workplace norms and expectations such as punctuality, dress code, appropriate communication, and conflict resolution. Understanding and adopting professional standards can significantly enhance a participant's ability to integrate into a workplace.
- **Criminal Justice System Partners:** Criminal justice system partners are defined as state corrections agencies, district attorney's offices, community corrections, probation, parole, correctional facilities, residential reentry centers, police, sheriff offices, and other law enforcement, etc. The criminal justice system partner must agree to work in partnership

with the applicant; for example, assist with referral of individuals to the program, and share documents or data, such as Risk Assessments with participant consent.

- **Employer Partners:** Employer partners are defined as incorporated organizations (public, private, or non-profit) that commit to serve as pre-apprenticeship, Registered Apprenticeship, On-the-Job training, and/or work experience sites. As described in Section [IV.C.3](#), applicants should describe how employer partners are related to the industry on which the grant focuses, noting further that targeted industries for this FOA include: shipbuilding, AI infrastructure build-out, advanced manufacturing, nuclear energy, transportation, domestic mineral production, and information technology including AI.
- **Local Reentry Organizations:** Local reentry organizations are defined as organizations with or without IRS 501(c)(3) non-profit status that provide reentry services and that demonstrate in their LOC/MOU the extent to which they have past experience serving ex-offenders.
- **National or Regional Intermediaries:** National or regional intermediaries are defined as nonprofits, with or without 501(c)(3) status with the IRS, that have a national or regional scope. Intermediaries support the delivery of direct services by their sub-grantees (which may be affiliates or local offices of the intermediary organization.) Intermediary applicants must facilitate the replication of best practices across multiple sub-grantees and provide sub-grantees with administrative and fiscal support or management to ensure compliance with DOL requirements. Intermediaries must, in their proposal, identify sub-grantees across three or more non-contiguous metropolitan areas or rural regions. Additionally, intermediaries or their sub-grantees must have a distinct state workforce agency partner and criminal justice system partner in each of the three metropolitan areas.
- **Recidivism Rate:** Recidivism rate is defined as the percentage of participants who were convicted of a new criminal offense committed within 12 months of their release from a correctional facility.
- **Training Programs:** Grantees must provide training services. Permissible training services include classroom training or work-based learning including internships, On-the-Job training, pre-apprenticeship programs, and Registered Apprenticeship Programs. Work-based learning is especially valuable as a way to enhance both technical and soft skills. Strong training not only facilitates entry into employment but also prepares participants for subsequent career progression in their chosen fields.
 - **On-the-Job Training (OJT):** This FOA uses the definition of OJT as listed in WIOA section 3(44). In OJT, a participant is trained in an occupation while working in that occupation, thereby bridging the gap between an individual's experience and what is required for a particular occupation. OJT offers participants a "learn and earn" training option, allowing individuals to learn new skills while earning a regular paycheck. 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. See Section [III.H](#) for discussion of use of grant funds for OJT reimbursement.
- **State Apprenticeship Agencies (SAAs):** State apprenticeship agencies are defined as agencies recognized by the DOL's Office of Apprenticeship (OA) to act on behalf of the federal U.S. DOL to register and oversee programs in their recognized state. For states

that do not have an SAA, programs are registered by OA. For more information, please visit <https://www.apprenticeship.gov/about-us/apprenticeship-system>.

For a complete understanding of this application requirement, see the [2026 Application Guide](#), Section VIII.G Definitions.