

U.S. DEPARTMENT OF LABOR
Women's Bureau

**NOTICE OF AVAILABILITY OF FUNDS AND FUNDING OPPORTUNITY
ANNOUNCEMENT FOR: FY 2024 FOSTERING ACCESS, RIGHTS AND EQUITY
(FARE) GRANT PROGRAM**

ANNOUNCEMENT TYPE: Initial

FUNDING OPPORTUNITY NUMBER: FOA-WB-24-01

CATALOG OF FEDERAL DOMESTIC ASSISTANCE (CFDA) NUMBER: 17.700

KEY DATES: *The closing date for receipt of applications under this Announcement is 05/28/2024. We must receive applications no later than **11:59 p.m. Eastern Time.***

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

The U.S. Department of Labor's Employment and Training Administration is responsible for the Women's Bureau grant award process.

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EXECUTIVE SUMMARY

The Women's Bureau, U.S. Department of Labor (DOL, or the Department, or we), announces the availability of approximately \$1,000,000 in grant funds, authorized by 29 U.S.C. § 13 and the Further Consolidated Appropriations Act, 2024, for the Fostering Access, Rights and Equity (FARE) grant initiative.

This program will allow award recipients to undertake projects to assist marginalized and underserved women workers who have been impacted by [gender-based violence and harassment \(GBVH\)](#) in the world of work, which includes activities that occur in the course of, linked with, or arising out of work. Grant recipients will undertake projects to prevent and respond to GBVH, which is pervasive across industries and deeply impacts the safety and economic security of women workers and survivors. Survivors of GBVH often suffer the loss of other employment rights and benefits. Grant recipients will address GBVH in the world of work by building awareness, connecting women to federal and state workplace rights and benefits, and implementing worker- and survivor-driven strategies to shift workplace norms.

Selected awardees will work to reach women workers and survivors with a particular focus on underserved and marginalized women workers who are disproportionately impacted by GBVH, including but not limited to women of color, women with disabilities, justice system-impacted women, individuals who identify as LGBTQI+, marginalized workers in women-dominated sectors, ethnic minorities, immigrants, workers with limited English proficiency and workers experiencing substance abuse issues, homelessness or chronic poverty.

The grants will support organizations in their efforts to address GBVH in the world of work, which must include activities that:

- Build awareness through the dissemination of information and educational materials that are worker and survivor-centered;
- Implement worker and survivor-driven strategies that mitigate workplace risks and prevent workplace GBVH;
- Connect women workers to services, benefits, and/or legal assistance as needed, reasonable and/or available; and
- Facilitate and encourage women workers and survivors to become focal points for solutions in their own communities through train-the-trainer, guided conversations, leadership circles or other activities.

To be eligible for funds under this grant program, the applicant must be a nonprofit organization. Applicants should provide evidence that they are a community-based organization, worker group, union, survivor advocacy organization or other nonprofit organization with well-established ties to underserved and marginalized women workers who are disproportionately impacted by GBVH. Applicants should provide evidence that they have the expertise and ability to provide women workers with knowledge and tools to address and mitigate GBVH in the world of work, including using trauma-informed and survivor-centered approaches. Applicants should also show that they can implement their proposed activities in a timely fashion.

The Women's Bureau expects availability of approximately \$1,000,000 to fund approximately

three to four grants, with a minimum value of \$250,000 each. Applicants may apply for a ceiling amount of \$350,000. The period of performance will be 18 months. Each grant award may allow no more than 25 percent for child care and other supportive services, as defined in section IV.E.3, to ensure women impacted by GBVH have full access and ability to attend workshops, trainings and other related grant activities.

The Department is committed to producing strong evidence on the effectiveness of its grant programs; therefore, grant awards will come with a condition that recipients, as well as any subrecipients and subcontractors, must fully participate in any evaluation the Department initiates.

I. FUNDING OPPORTUNITY DESCRIPTION

A. Program Purpose

This Announcement solicits applications for the **FY 24 Fostering Access, Rights and Equity (FARE) Grant Program**.

The Women's Bureau, U.S. Department of Labor (DOL) announces an opportunity for nonprofit organizations with experience addressing GBVH in the world of work and strong ties to underserved communities to participate in the Fostering Access, Rights and Equity (FARE) grant initiative. This program will allow award recipients to undertake projects to prevent and respond to GBVH and to assist underserved and marginalized women workers and survivors who have been impacted or who are at high risk of gender-based violence and harassment in the world of work.

The projects funded by this program will work to prevent and respond to GBVH in the world of work by building awareness, connecting women to services, benefits and legal assistance, and ensuring women workers and survivors are focal points in developing and implementing solutions. The projects will support, develop, and implement strategies in order to mitigate GBVH risks and prevent workplace GBVH before it happens. The grant recipients will enlist trusted messengers and community groups to reach underserved and marginalized women workers who are disproportionately impacted by GBVH.

The FARE grant program addresses the importance of workers having a safe, healthy, and accessible workplace, free from GBVH. This is consistent with [The Good Jobs Principles](#), the shared vision of job quality that has informed billions of the generational investments in infrastructure and communities made through the Biden-Harris Administration's Invest in America Agenda. The Principles envision working conditions where "workers are free from harassment, discrimination, and retaliation at work" and the removal of barriers to the workplace for underserved communities, a term encompassing underserved and marginalized women workers who are disproportionately impacted by GBVH.

Consistent with the Principles, the grants will improve job quality by working to address harmful workplace norms that perpetuate violence and harassment, such as fear of retaliation and limited access to legal services and supportive services. Grant recipients will also ensure women workers and survivors are aware of all employment rights, wages and benefits due to them. For purposes

of this grant program, the world of work includes activities occurring in the course of, linked with, or arising out of work; this includes activities in traditional workplaces and anywhere workers are paid, places workers take rest breaks, during job and workforce training, the job seeking process, and through work-related communications.

Background

The International Labour Organization's Convention 190 defines "gender-based violence and harassment" as violence and harassment directed at persons because of their sex or gender or affecting persons of a particular sex or gender disproportionately and includes sexual harassment." This grant is focused on preventing and responding to GBVH in the world of work, as well as mitigating the impact of GBVH in the world of work. The first-ever [U.S. National Plan to End Gender-Based Violence](#) highlights the importance of addressing gender-based violence in the world of work because of the impact on survivor's economic security and safety as well as the negative impact GBVH has on workers. For the purposes of this grant, GBVH in the world of work includes, but is not limited to, the following forms of violence and harassment that occur in or impact the world of work: sexual violence (including sexual assault, rape and sexual harassment), domestic violence (including intimate partner violence, dating violence and teen dating violence), stalking, human trafficking (including sex trafficking and labor trafficking) and online harassment and abuse. For further information, please see Appendix A.

GBVH is [persistent](#) across all industries and occupations. Globally, [more than 1 in 5 workers](#) has experienced at least one form of violence and harassment at work. In the United States, anywhere from [25 percent to 85 percent](#) of women report having experienced sexual harassment in the workplace, yet many incidents of GBVH continue to go unreported. According to the Equal Employment Opportunity Commission (EEOC)'s [2016 Select Task Force on the Study of Harassment in the Workplace Report](#) (EEOC 2016 Select Task Force Report), up to 90 percent of individuals who say they have experienced workplace harassment never take formal action, such as filing a charge or complaint. Additional [studies](#) have found that up to 75 percent of employees who spoke out against workplace mistreatment faced some form of retaliation.

Women may face an even [higher risk of harassment](#) in certain industries and work arrangements. This includes, for example, [women](#) who are dependent on tips from customers in [restaurant](#), food services and hospitality jobs, such as wait staff and hotel housekeeping staff; those who work in jobs where they are often isolated, including janitors, domestic care workers, truck drivers and farmworkers; construction workers and other women working in nontraditional occupations that are male-dominated; and workers who are vulnerable to exploitation, such as those lacking legal immigration status, working under a temporary work visa or having limited English proficiency. The [rate of women's sexual harassment charges](#) per 100,000 employees is higher in male-dominated industries like mining, quarrying and oil and gas extraction; warehousing; and transportation. However, the [total number of sexual harassment claims](#) filed with the EEOC are highest in the industries that employ large numbers of women, with the top being the accommodation and food services industry, followed by retail trade.

Additionally, GBVH affects all populations, but some communities are disproportionately impacted, such as people from underserved and historically marginalized communities,

including, but not limited to, women and girls of color, LGBTQI+ people, people with disabilities and people affected by persistent poverty and inequality. Survivors from underserved and historically marginalized communities may also experience intersecting forms of discrimination and bias as they access services and support.

GBVH takes a tremendous toll on women workers, their families, their colleagues and on employers. The [EEOC 2016 Select Task Force Report](#) stated that workplace harassment can produce psychological, physical, occupational and economic damage that can have ripple effects throughout the survivor's life. A number of [studies](#) have documented the costs of workplace sexual harassment and assault, including severe negative effects on mental and physical health, increased workplace accidents, reduced opportunities for workplace advancement and economic security, forced job changes, unemployment and having to leave a secure or good-paying job. For example, one recent [study](#) estimated the lifetime cost for harassment survivors can reach up to \$1.3 million. Additionally, a [2017 study](#) of the lifetime cost of rape estimated a \$1.6 trillion loss in work productivity among survivors and perpetrators. Another [study](#) found that women workers are also experiencing discrimination, loss of wage progression, and the loss of other employment rights and benefits as part of or as a consequence of GBVH.

For women workers and survivors and their families, economic security is integral to their ability to recover, heal and seek justice. Survivors often need immediate support in job placement, skills development, access to a family-sustaining income, along with childcare, paid leave, housing and other services. However, workers and survivors may not be aware of workplace benefits or community resources available to assist them. Advocacy groups and community organizations can provide resources and [worker and survivor-driven strategies](#) to [prevent harassment](#), including how to [proactively mitigate risk factors](#), such as promoting accountability and workforce diversity at all levels, as well as [tools and strategies to address GBVH](#) in a survivor-centered way.

Additionally, women workers and survivors may not know their [rights](#) or their options for reporting and seeking justice at the federal, state, employer and/or union level. For instance, EEOC enforces Title VII of the Civil Rights Act of 1964, which prohibits discrimination based on sex. Sexual harassment and sexual assault in the workplace fall under Title VII prohibitions. The [Speak Out Act](#) and [Ending Forced Arbitration of Sexual Assault and Sexual Harassment Act of 2021](#) provide additional rights to women workers and others impacted by GBVH. In certain circumstances, section 5(a)(1) of the Occupational Safety and Health Act, the General Duty Clause, can be enforced against employers for incidents of GBVH at work. Furthermore, workers may also be able to seek justice by filing a grievance with their union.

Nonprofit organizations with strong ties to underserved communities are uniquely positioned to design place-based strategies that can be scaled to address the needs of large populations of underserved and marginalized women workers who face GBVH in the world of work. Developing and implementing effective, peer-driven and ongoing education and awareness programs can help increase awareness and understanding of what GBVH is, thereby improving both prevention and response. Direct input from workers, alongside employer commitment and support, are critical to the overall effectiveness of these programs.

FARE Grants

The FARE grant program will allow award recipients to undertake projects to assist underserved and marginalized women workers who have been impacted by GBVH in the world of work. The projects will aim to prevent and respond to GBVH in the world of work by building awareness, connecting women to services, benefits, and legal assistance and ensuring women workers and survivors are focal points in developing and implementing solutions. The projects will support, develop and implement worker-driven, worker-informed strategies in order to mitigate and prevent workplace GBVH before it happens.

Applicants should propose a project that addresses GBVH in the world of work and assists women workers and survivors who are marginalized and underserved. The Women's Bureau invites nonprofit organizations with deep ties to underserved and marginalized women workers who face a higher risk of GBVH, to apply under the FARE grant initiative.

A FARE grant must include activities that:

- Build awareness through the dissemination of information and educational materials that are worker and survivor-centered;
- Implement women worker and survivor-driven strategies that mitigate workplace risks and prevent workplace GBVH;
- Connect women workers to services, benefits and/or legal assistance as needed, reasonable and/or available; and
- Facilitate and encourage women workers and survivors to become focal points for solutions in their own communities through train-the-trainer, guided conversations, leadership circles or other activities.

The grant funds will be used to conduct outreach that focuses on women workers and survivors, including but not limited to women of color, women with disabilities, justice system-impacted women, individuals who identify as LGBTQI+, marginalized workers in women-dominated sectors, ethnic minorities, immigrants, workers with limited English proficiency and workers experiencing substance abuse issues, homelessness or chronic poverty who are disproportionately impacted by GBVH.

The Women's Bureau will award funds to qualifying nonprofit organizations whose applications demonstrate capabilities to achieve the program's objectives and performance expectations, including relevant experience in reaching and connecting with women workers and survivors who have been impacted by GBVH and who will benefit from the proposed activities; delivering and administering education and assistance programs; managing grants; and employing subject matter experts. Applicants are required to submit proposals outlining project design and cost; existing organizational capacity; the capability to reach the target population; and the ability to execute quickly and produce results in the near term. Applicants may partner with other community-based and nonprofit organizations that will enable them to reach vulnerable workers and deter GBVH.

Promoting workplaces that are free from GBVH is aligned with Congress' authorization that the Women's Bureau grant funds "to serve and promote the interests of women in the workforce," in

the Further Consolidated Appropriations Act, FY2024, Pub. L. 118-47 (March 23, 2024). Fair and equal employment is a core pre-requisite to women's economic security, and is a cornerstone of the Women's Bureau's mission, which was created in 1920 by Public Law 66-259. The Women's Bureau's mission is to develop policies and standards and conduct inquiries to safeguard the interests of working women, advocate for their equality and economic security for themselves and their families and promote quality work environments.

The FARE grant program supports the Women's Bureau's and the Department of Labor's mandate to implement the provisions of Executive Order 13985, which charges the Department with identifying and addressing barriers to more equitable access to public benefits, services and protections. These grant activities will help connect workers with needed information and assistance and highlight the approaches that hold promise for improving outcomes. Through the grant reporting process described in VI.C.2, the grantees will report on the grant activities, challenges, best practices, outputs and outcomes, which the Women's Bureau will share with other FARE grantees, community organizations and within DOL. This work also aligns with the Biden Administration's commitment to increasing the availability of good jobs for American workers by improving the working conditions of American women. It also aligns with The Good Jobs Principles and efforts to expand the availability of good jobs for women through Invest in America agenda.

For purposes of this grant, the world of work is broadly defined and similar to the International Labour Organization definition in Convention 190. Applicants should note that while Convention 190 establishes aspirational goals to prevent GBVH in the world of work for its signatories, the U.S. is not a signatory. Therefore, grantees are only required to connect women workers to services, benefits and/or legal assistance as under federal and/or state law.

B. Program Authority

This program is authorized by 29 U.S.C. §13 and the Further Consolidated Appropriations Act, 2024, Pub. L. 118-47 (March 23, 2024).

II. AWARD INFORMATION

Funding will be provided in the form of a G (Grant).

A. AWARD TYPE AND AMOUNT

We expect availability of approximately \$1,000,000 to fund approximately three to four grants. Awards made under this Announcement are subject to the availability of federal funds. If additional funds become available, we reserve the right to use such funds to select additional grantees from applications submitted in response to this Announcement.

Applicants must apply for at least \$250,000 in grant funds. Funding requests must not exceed \$350,000.

Each grant award may allow no more than 25 percent for childcare and other supportive services, as defined in section IV.E.3 to ensure women impacted by GBVH have full access and ability to

attend workshops, trainings, pursue legal remedies and other related grant-based activities.

B. PERIOD OF PERFORMANCE

The period of performance is 18 months with an anticipated start date of 09/30/2024. This performance period includes all necessary implementation and start-up activities.

III. ELIGIBILITY INFORMATION

A. ELIGIBLE APPLICANTS

The following organizations are eligible to apply:

12 (Nonprofits having a 501(c)(3) status with the IRS, other than institutions of higher education)

13 (Nonprofits without 501(c)(3) status with the IRS, other than institutions of higher education)

To be eligible for funds under this grant program, the applicant must be a nonprofit organization. Applicants should provide evidence in their project narratives that they are a community-based organization, worker group, union or other nonprofit organization with deep ties to underserved and marginalized women workers who are disproportionately impacted by GBVH. Applicants should also provide evidence that they have the expertise and ability to provide women workers with knowledge and tools to address and mitigate GBVH in the world of work using trauma-informed and survivor-centered approaches, and that they can quickly implement their proposed activities.

B. COST SHARING OR MATCHING

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

C. OTHER INFORMATION

1. Application Screening Criteria

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

Requirement	Instructions	Complete?
The deadline submission requirements are met	Section IV.C	
Eligibility	Section III.A	

If submitted through Grants.gov, the components of the application are saved in any of the specified formats and are not corrupt. (<i>We will attempt to open the document but will not take any additional measures in the event of problems with opening.</i>)	Section IV.C.2	
Application federal funds request does not exceed the ceiling amount of \$350,000 and is above the floor of \$250,000	Section II. A	
Applicant has registered with the System for Award Management (SAM) and maintains an active account	Section IV.B.1	
SF-424, Application for Federal Assistance	Section IV.B.1	
SF-424 includes a Unique Entity Identifier (UEI) Number	Section IV.B.1	
SF-424A, Budget Information Form	Section IV.B.2	
Budget Narrative	Section IV.B.2	
Project Narrative	Section IV.B.3	

2. Number of Applications Applicants May Submit

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

3. Eligible Participants

a. Participants Eligible to Receive Training

The intent of this grant is to fund projects that will benefit and assist women workers and survivors who have been impacted by GBVH, with a particular focus on underserved and marginalized women workers who are disproportionately impacted by GBVH, including but not limited to women of color, women with disabilities, justice system-impacted women, individuals who identify as LGBTQI+, marginalized workers in women-dominated sectors, ethnic minorities, immigrants, workers with limited English proficiency and workers experiencing substance abuse issues, homelessness or chronic poverty. For purposes of this FOA, “woman” or “women” is to be interpreted in the most inclusive manner, with participant eligibility to be inclusive of transgender women and non-binary individuals.

b. Veterans’ Priority for Participants

38 U.S.C. 4215 requires grantees to provide priority of service to veterans and spouses of certain veterans for the receipt of employment, training and placement services in any job training program directly funded, in whole or in part, by DOL. The regulations implementing this priority

of service are at 20 CFR Part 1010. In circumstances where a grant recipient must choose between two qualified candidates for a service, one of whom is a veteran or eligible spouse, the veterans' priority of service provisions require that the grant recipient give the veteran or eligible spouse priority of service by first providing him or her that service. To obtain priority of service, a veteran or spouse must meet the program's eligibility requirements. Grantees must comply with DOL guidance on veterans' priority. ETA's Training and Employment Guidance Letter (TEGL) No. 10-09 (issued November 10, 2009) provides guidance on implementing priority of service for veterans and eligible spouses in all qualified job training programs funded in whole or in part by DOL. TEGL No. 10-09 is available at https://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=2816.

IV. APPLICATION AND SUBMISSION INFORMATION

A. HOW TO OBTAIN AN APPLICATION PACKAGE

This FOA, found at www.Grants.gov, contains all of the information and links to forms needed to apply for grant funding. Additional resources on how to apply for grants can be found at www.dol.gov/grants.

B. CONTENT AND FORM OF APPLICATION SUBMISSION

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

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

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

1. SF-424, "Application for Federal Assistance"

You must complete the SF-424, "Application for Federal Assistance" (available at https://apply07.grants.gov/apply/forms/readonly/SF424_2_1-V2.1.pdf).

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

a. Requirement for Unique Entity Identifier

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

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

- Grant recipients must notify potential subawardees that no entity may receive a subaward unless the entity has provided its UEI.
- Grant recipients may not make a subaward to an entity unless the entity has provided its UEI.

(See [Appendix A](#) to 2 CFR Part 25.)

b. Requirement for Registration with SAM

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

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

2. Project Budget

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

a. Budget Narrative

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

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

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

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

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

Equipment: Identify each item of equipment you expect to purchase that has an estimated acquisition cost of \$5,000 or more per unit (or if your capitalization level is less than \$5,000, use your capitalization level) and a useful lifetime of more than one year (see 2 CFR 200.1 for the definition of Equipment). List the item, quantity and the unit cost per item. Items with a unit cost of less than \$5,000 are supplies, not "equipment." In general, we do not permit the purchase of equipment during the last funded year of the grant.

Supplies: Identify the cost categories of supplies (e.g., general office supplies, desk/chairs, laptops/printers, other specialty items) in the detailed budget, per category. Except for general office supplies, list the item, quantity and the unit cost per item. Supplies include all tangible personal property other than "equipment" (see 2 CFR 200.1 for the definition of Supplies).

Contractual: Under the Contractual line item, delineate contracts and subawards separately. Contracts are defined according to 2 CFR 200.1 as a legal instrument by which a non-federal entity purchases property or services needed to carry out the project or program under a federal award. A subaward, defined by 2 CFR 200.1, means an award provided by a pass-through entity to a subrecipient for the subrecipient to carry out part of a federal award received by the pass-through entity. It does not include payments to a contractor or payments to an individual that is a beneficiary of a federal program. For each proposed contract and subaward, specify the purpose and activities to be provided, and the estimated cost.

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

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

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

- If you have a Negotiated Indirect Cost Rate Agreement (NICRA), provide an explanation of how the indirect costs are calculated. This explanation should include

which portion of each line item, along with the associated costs, are included in your cost allocation base. Also, provide a current version of the NICRA.

or

- If you intend to claim indirect costs using the 10 percent de minimis rate, please confirm that your organization meets the requirements as described in 2 CFR 200.414(f). Clearly state that your organization does not have a current negotiated (including provisional) rate, and is not one described in 2 CFR 200, Appendix VII(D)(1)(b).

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

- **Modified Total Direct Cost (MTDC) definition:** To avoid a serious inequity in the distribution of indirect costs, DOL defines MTDC as all direct salaries and wages, applicable fringe benefits, materials and supplies, services, travel, and up to the first \$25,000 of each subaward or subcontract (regardless of the period of performance of the subawards and subcontracts under the award). MTDC excludes equipment, capital expenditures, charges for patient care, rental costs, tuition remission, scholarships and fellowships, participant support costs and the portion of each subaward or subcontract in excess of \$25,000.
 - You will also note that participant support costs are not included in modified total direct costs. Participant support costs are defined below.
 - Participant Support Cost, defined at 2 CFR Part 200.1, means direct costs for items such as stipends or subsistence allowances, travel allowances, and registration fees paid to or on behalf of participants or trainees (but not employees) in connection with conferences or training projects.

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

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

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

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

Applicants should list the same requested federal grant amount on the SF-424, SF-424A and Budget Narrative. If minor inconsistencies are found between the budget amounts specified on the SF-424, SF-424A and the Budget Narrative, DOL will consider the SF-424 the official funding amount requested. However, if the amount specified on the SF-424 would render the

application nonresponsive, the Grant Officer will use his or her discretion to determine whether the intended funding request (and match if applicable) is within the responsive range.

3. Project Narrative

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

The Project Narrative is limited to 15 double-spaced single-sided 8.5 x 11-inch pages with Times New Roman 12-point text font and 1-inch margins. You must number the Project Narrative beginning with page number 1.

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

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

a. Statement of Need (Up to 10 points)

- i. Explain clearly in both qualitative and quantitative terms the need to address GBVH in the world of work by documenting the needs of working women impacted by GBVH in a proposed geographic service area (up to 5 points).
- ii. Explain clearly how the proposed grant activities will make a difference in the lives of women workers who are disproportionately impacted by GBVH, including detail on how specific grant activities, such as providing information and connecting survivors to additional benefits and services, will positively impact women workers and their families (up to 5 points).

b. Expected Outcomes and Outputs (Up to 15 points)

- i. Clearly identify the outcome(s) and output(s) that will result from the project. Outcomes are the measurable results of the project that indicate how the grantee prevented or addressed GBVH in the world of work. 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. Identify the outcomes and outputs in a manner that is realistic, clear and consistent with the expressed need, and in alignment with the proposed project and activities (up to 5 points).
- ii. Clearly explain in detail how the applicant plans to:
 - Calculate and track the number of women the applicant plans to reach or serve (as listed below) (up to 2 points); and

- Gather demographic information of the women reached or served. Measurable results must focus on underserved and marginalized women workers who are disproportionately impacted by GBVH, including but not limited to women of color, women with disabilities, justice system-impacted women, individuals who identify as LGBTQI+, marginalized workers in women-dominated sectors, ethnic minorities, immigrants, workers with limited English proficiency and workers experiencing substance abuse issues, homelessness or chronic poverty. The numbers must be based on information regarding the applicant’s ability to reach and engage with this target audience (up to 2 points).
- iii. Estimate a goal for each category below:
- Number of women and/or size and type of the audience to whom educational information will be disseminated as part of the awareness building activities (1 point);
 - Number of women who will benefit from worker and survivor-driven strategies that mitigate and prevent workplace GBVH (1 point);
 - Number of women who will be connected or referred to additional services, benefits and/or legal assistance (1 point);
 - Number of women who will become community focal points through train-the-trainer, guided conversations, leadership circles or other activities (1 point);
 - Whether and to what extent best practices or services developed under this grant can or will be sustained beyond the grant period (1 point); and
 - Any systemic change anticipated to result from the grant activities (1 point).

c. Project Design (Up to 25 points)

Propose methods and activities that the project will use to prevent or address GBVH in the world of work. Outline a plan of action that describes the scope and detail of how the project will accomplish the proposed work based on the applicant’s experience implementing similar projects. Describe a coherent and feasible approach for reaching the target audience and achieving the outputs and outcomes identified by the applicant in response to section IV.B.3.b “Expected Outcomes and Outputs” and section VI.C.2 “Quarterly Performance Reports” (up to 5 points).

In addition, this section must specifically:

- i. Describe in detail a feasible and realistic approach for successfully addressing GBVH at work in the proposed service area. The overall design must clearly reflect the FARE initiative’s goals and demonstrate the ability for a quick start-up based on a depth of knowledge of and experience serving historically underserved women impacted by GBVH at work. Include anticipated challenges and barriers, plus a contingent strategy addressing the potential delays and barriers (up to 5 points).
- ii. Clearly identify how the project will reach the target population and how it will expand outreach to, and recruitment of those historically underrepresented

communities impacted by GBVH at work (up to 5 points).

- iii. Describe fully the activities to take place in each of the following categories, demonstrating a robust survivor-centered and trauma-informed project that supports the objectives of the grant initiative. The activity description for each category must include the proposed deliverables, the major milestones, the methods used to count/track the number of women reached and assisted through each activity, and a timeline for implementation of all grant activities throughout the grant period of performance (up to 10 points total):
- **Building Awareness and Dissemination Activities:** Describe in detail the information/educational materials required to address the identified needs. Explain clearly how women workers and survivors will lead in developing educational materials to produce worker/survivor-centered materials. Clearly explain how the outreach strategy will reach and assist the maximum number of women within the target population and how the results will be measured. Explain fully the applicant's ability to communicate effectively using survivor-centered and trauma-informed methods and serve as a trusted intermediary to the targeted participants. Explain clearly how the applicant's ability and experience using varied dissemination methods across multiple platforms, such as social media, in-person or virtual events, and one-on-one consultations, will provide measurable results and outcomes (up to 3 points).
 - **Mitigation Activities:** Describe clearly how the project will support, develop and implement worker and survivor-driven strategies to mitigate and prevent workplace GBVH before it happens. Describe a clear plan for supporting, implementing and measuring the impact of these strategies. Explain fully how these strategies will have broader impact beyond the planned grant activities (up to 3 points).
 - **Connecting Women to Additional Services Activities:** Describe in detail the applicant's ability to help women impacted by GBVH at work access their rights and benefits, with a clear, viable plan to connect/refer women to additional services, benefits and legal assistance (up to 2 points).
 - **Facilitating and Encouraging Women Workers and Survivors to Become Focal Points Activities:** Describe in detail the applicant's ability and proposed activities to train women to provide assistance and/or become focal points in their own communities to ensure women impacted by GBVH at work access their rights and benefits. This can include train-the-trainer, guided conversations, leadership circles and other activities. Include a plan for collecting stories about how the grant activities have improved working women's lives in a manner that protects the individuals involved. Describe how stories will be shared to help other working women, their colleagues and supporters (up to 2 points).

d. Performance Evaluation (Up to 10 points)

This section must provide the following:

- i. Describe the measures, methods, techniques and tools that will be used to determine the extent to which the project achieves its anticipated results related to preventing and addressing GBVH in the world of work, and the extent to which the outcomes can be attributed to the project (up to 5 points).
- ii. Describe how the project data will be used to inform program delivery and document the “lessons learned,” both positive and negative, that may be useful to entities interested in replicating successes of the project. If working with partner organizations, describe how you will capture broader local community impact and involvement. Describe in detail how project participants will participate in evaluation activities. Applicants must explain planned methods to obtain/track stories from project participants, as well as best practices and challenges throughout the project period of performance (up to 5 points).

e. Organizational, Administrative and Fiscal Capacity (Up to 23 points)

Applicants must:

- i. Provide information on the applicant's current mission, structure, staffing and relevant experience, including a history of being an organization that serves women and that promotes gender and racial equity (up to 2 points).
- ii. Describe how the applicant will manage and staff the project (up to 2 points).
- iii. Describe how organizational experience, grant or comparable project management experience, staffing and management contribute to the ability of the applicant to conduct the project and its requirements and meet program expectations (up to 2 points).
- iv. Describe the applicant’s fiscal and administrative controls in place to manage federal funds (up to 1 point).
- v. Include the applicant’s capability to sustain some or all project activities after federal financial assistance has ended (up to 1 point).
- vi. Provide a comprehensive description detailing the extent to which the applicant has subject matter expertise on GBVH at work, ability to reach the target population, experience working with survivors of GBVH, ability to produce results in the near term and ability to achieve the program’s objectives and performance goals (up to 4 points).
- vii. Demonstrate their experience working with survivors of GBVH and/or workers who are disproportionately impacted by GBVH using trauma-informed and survivor-centered methods. If working with partner organizations, include a comprehensive list of partner organizations that fully describes their roles and capabilities, including subject matter experts, strategies to overcome barriers, experience reaching and providing training and/or assistance to survivors of GBVH and the organizational capability to achieve the described goals (up to 4 points).
- viii. Demonstrate the applicant’s ability, referencing past experience as applicable, to fully document the project’s practices and challenges (up to 3 points).

- ix. Describe the applicant's capacity and ability to share, broadcast and distribute information about best practices and challenges with other grantees, DOL and a wider community of practice (up to 2 points).
- x. Include a clear explanation of a viable plan for staying in touch with participants after they exit the program in order to measure impact (up to 2 points).

f. Past Performance – Programmatic Capability (Up to 12 points)

Applicants will be assessed on programmatic capabilities to implement the FARE grant initiative, as demonstrated through past performance in comparable programs of similar size and scope. Applicants must choose *only one of the two categories* listed below to demonstrate their capabilities, each of which are worth 12 total points. Applicants that neglect to clearly specify the scoring category will receive zero points.

Category 1: Applicants who have received at least three grants or cooperative agreements.

Applicants must:

- Submit a list of no more than three such agreements and include a grantor contact name and telephone number for each agreement similar in size, scope and relevance to the proposed project that have been completed within the last five years of the closing date of this Announcement. Additional agreements included will not be considered;
- List and describe the goals (up to six goals requested) that were met or exceeded with each funded agreement; and
- Describe outcomes in detail.

Category 2: Applicants who have NOT received at least three grants or cooperative agreements.

Applicants must:

- Describe in detail and document past accomplishments achieved operating a comparable program(s), grant(s), or cooperative agreement(s);
- Indicate how long the comparable program has been in operation;
- Describe how the comparable program(s) or project(s) worked with survivors and/or disproportionately impacted workers to address GBVH in the world of work;
- Provide a clear and convincing explanation as to how the organization's past performance of the comparable program(s) or project(s) prepares the organization to undertake the complexities of operating the proposed project; and
- Include a grantor or third-party contact name and telephone number for each program/project referenced, as applicable.

We will consider the information you provided and may also consider relevant information from other sources, including information from our files and from current/prior grantors (e.g., to verify and/or supplement the information you provided).

g. Budget and Budget Narrative (Up to 5 points)

The SF-424A and Budget Narrative will be used to evaluate this section. Please see Section IV.B.2 for information on the requirements. The SF-424A and Budget Narrative do not count against the page limit requirements for the Project Narrative. The SF-424A and Budget Narrative must:

- i. Demonstrate realistic, reasonable costs that are both in alignment with the activities as outlined in the project narrative and necessary to implement the project (up to 3 points); and
- ii. Include the required information outlined in section IV.B.2 (up to 2 points).

h. Organizational Job Quality Factors (Up to 2 Bonus Points)

The Women's Bureau and the Department of Labor are committed to its funds creating good jobs not only for grant participants and beneficiaries, but for the staff of funding recipients. When they provide their own staff strong working conditions, applicants demonstrate credibility and expertise on workforce development. An organization that provides a supportive environment for its employees brings subject-matter expertise that puts it in the best position to help promote the interests of women in the workforce. In addressing your organization's qualifications to receive funding, please answer the following questions about the working conditions you provide or plan to provide to your staff on your project. Women's Bureau also believes that improved working conditions for funding recipient staff will lead to more effective grant administration and long-term impact of grant projects.

Accordingly, applicants may submit information on their organization's operation and management practices to assure that they are best positioned to be effective grantees. Demonstrate your organization's commitment to quality jobs and equity for your employees by either explaining the use of the following practices, or by including your organization's equity plan as a separate document.

To receive the full 2 bonus points, the applicant must demonstrate its commitment to at least four of the six practices listed below, and to receive 1 point, the applicant must demonstrate two of the six listed.

- i. Describe whether workers can form and join unions of their choosing, exercising their collective voice.
- ii. Describe any violations found within the past two years under the National Labor Relations Act, Fair Labor Standards Act, Occupational Safety and Health Act, Service Contract Act, Davis-Bacon Act or Title VII of the Civil Rights Act and any steps taken to improve your workforce practices following these violations excluding those that are currently under appeal or have otherwise been vacated.
- iii. Describe what steps you have taken to protect against discrimination or unequal treatment for your workers and remove discriminatory barriers within your organization. These can include evidence of providing fair opportunities for qualified workers with transparent, non-discriminatory, reportable job applicant screening methods and steps to encourage

the hiring of people who have exposure to the criminal justice system when this information is voluntarily shared, without requiring that criminal background check be shared to make this determination.

- iv. Describe any practices pertaining to family-sustaining pay, pay equity and fair opportunities for wage progression; that set starting wages at a minimum of \$15 an hour; and that provide clear opportunities for wage progression with skill progression or increased experience.
- v. Describe any family-sustaining benefits that promote economic security and mobility, including health insurance, retirement savings plans, work-family benefits (such as paid family and medical leave), paid sick leave, other paid time off, mental health supports and caregiving supports such as flexible schedules, telework, childcare facilitation and/or back-up childcare.
- vi. Describe any steps you have taken to ensure conditions at work foster safety, stability, community and respect for worker privacy; that demonstrate high worker safety standards; that allow workers to request fair and predictable schedules, including set minimum hours without fear of retaliation; and that conform to standards on the storage, sale and use of employee data collection.

Acceptance of an applicant's materials responsive to this section does not in any way constitute legal review and/or approval of such materials.

i. Projects Serving Women in the Southeastern United States (2 Bonus Points)

Projects serving women in the Southeastern United States are defined as projects serving women in Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia and West Virginia. In 2023, Oxfam America listed Alabama, Georgia, North Carolina and Mississippi as the four worst states for women to work as a result of low wages, lack of paid leave and other worker protections and lack of policies that support the right to organize. According to a 2022 [EEOC dataset](#), Alabama, Arkansas, Georgia, Louisiana, Mississippi and Tennessee are among the 10 states with the most sexual harassment charges. As a result, these states warrant additional focus, and projects serving women and survivors in these areas will receive preference through bonus points.

4. Attachments to the Project Narrative

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

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

Save all files with descriptive file names of 50 characters or fewer and use only standard characters in file names: A-Z, a-z, 0-9 and underscore (_). File names may not include special characters (e.g., &, -, *, %, /, #), periods (.), blank spaces or accent marks, and must be unique (e.g.,

no other attachment may have the same file name). You may use an underscore (example: My_Attached_File.pdf) to separate a file name.

a. Required Attachments

1. Abstract

Applicants should submit an up to two-page abstract summarizing the proposed project. Omission of the abstract will not result in the disqualification of your application; however, it is a required component of the application package. This attachment does not impact the scoring of the application. If your organization is selected for an award, the information included in the abstract will be requested if not provided, and will be published on USASpending.gov, a public-facing website that acts as the official open data source for Federal spending information. The abstract must include the following:

- applicant's name
- purpose of the project
- activities to be funded by the grant
- expected outcomes of the project
- intended beneficiaries of the project; and
- subrecipient activities, if applicable.

b. Requested Attachments

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

1. Indirect Cost Agreement

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

When submitting in grants.gov, this document must be uploaded as an attachment to the application package and labeled, "Indirect Cost Rate Agreement."

2. Financial System Risk Assessment Information

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

3. Memorandum of Understanding/Letter of Commitment

We request that applicants that partner with other organizations provide letters of commitment from each entity with which they propose to partner. Please upload such a letter (or letters) as an attachment to the application package labeled "Letter of Commitment."

C. SUBMISSION DATE, TIME, PROCESS AND ADDRESS

Due Date for Applications: May 28, 2024

You must submit your application electronically on <https://www.grants.gov> **no later than 11:59 p.m. Eastern Time on the closing date.** We encourage applicants to submit their application before the closing date to minimize the risk of late receipt. We will not review applications received after 11:59 p.m. Eastern Time on the closing date. We will not accept applications sent by hard-copy, e-mail, telegram or facsimile (FAX).

1. Hardcopy Submission

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

2. Electronic Submission through Grants.gov

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

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

a. How to Register to Apply through Grants.gov

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

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

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

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

Grants.gov applicants can apply online using Workspace. Workspace is a shared online environment where members of a grant team may simultaneously access and edit different

webforms within an application. For a complete workspace overview, refer to <https://www.grants.gov/applicants/workspace-overview>.

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

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

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

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

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

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

We encourage new prospective applicants to view the online tutorial, "Grant Application 101: How to Apply for a Grant," available through WorkforceGPS at <https://grantsapplicationandmanagement.workforcegps.org/resources/2022/05/10/15/23/How-to-Apply-for-a-Grant>. To receive updated information about critical issues, new tips for users, and other time-sensitive updates as information is available, you may subscribe to "Grants.gov Updates" at <https://www.grants.gov/connect/manage-subscriptions/>.

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

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

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

Late Applications

We will consider only applications successfully submitted through Grants.gov no later than 11:59 p.m. Eastern Time on the closing date and then successfully validated. You take a significant risk by waiting to the last day to submit through Grants.gov.

D. INTERGOVERNMENTAL REVIEW

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

E. FUNDING RESTRICTIONS

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

1. Indirect Costs

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

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

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

Modified Total Direct Cost definition: To avoid a serious inequity in the distribution of indirect costs, DOL defines MTDC as all direct salaries and wages, applicable fringe benefits, materials and supplies, services, travel, and up to the first \$25,000 of each subaward or subcontract (regardless of the period of performance of the subawards and subcontracts under the award). MTDC excludes equipment, capital expenditures, charges for patient care, rental costs, tuition remission, scholarships and fellowships, participant support costs and the portion of each subaward or subcontract in excess of \$25,000.

2. Intellectual Property Rights

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

This license allows subsequent users to copy, distribute, transmit and adapt the copyrighted work and requires such users to attribute the work in the manner specified by the recipient. Notice of the license shall be affixed to the work.

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

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

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

Separate from the open licensing to the public, the Federal Government reserves a paid-up, nonexclusive and irrevocable license to reproduce, publish or otherwise use, and to authorize others to use for federal purposes (i) the copyright in all products developed under the grant,

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

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

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

3. Supportive Services

Grantees may spend no more than 25 percent for childcare and other supportive services to ensure women impacted by GBVH have full access and ability to attend workshops, trainings, pursue legal remedies and other related grant-based activities.

Examples of supportive services may include allowances for childcare and/or transportation to ensure participation at grant-related activities. In offering supportive services, grantees should also provide counseling and resource referral so that participants are aware of other services and funding sources including programs such as the Temporary Assistance for Needy Families (TANF), Supplemental Nutrition Assistance Program (SNAP), Childcare and Development Fund (CCDF) and Head Start and Early Head Start, as well as sources of funding potentially available under other statutes the Department administers.

4. Credential Transparency

The Department wishes to ensure that individuals, employers, educators and training providers have access to the most complete, current and beneficial information about providers, programs credentials and competencies supported with these public, federal funds. To this end, the Department requires that information about all credentials (including but not limited to diplomas, badges, certificates, certifications, apprenticeships, licenses and degrees of all levels and types) and competencies (knowledge, skills and abilities) developed or delivered through the use of these public federal funds be made publicly accessible through the use of linked open data formats that support full transparency and interoperability, such as through the use of credential transparency description language specifications. The Department will provide specific guidance

and technical assistance on data elements to include in the published open data, such as information about the credential provider, the credential and its associated competencies, delivery mode, geographic coverage, the industry sector(s) and occupation(s) for which the credential was developed, related assessments, related accreditations or other quality assurances where appropriate, costs and available outcomes.

F. OTHER SUBMISSION REQUIREMENTS

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

V. APPLICATION REVIEW INFORMATION

A. CRITERIA

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

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

Criterion	Points (maximum)
1. Statement of Need (See Section IV.B.3.a.)	10
2. Expected Outcomes and Outputs (See Section IV.B.3.b.)	15
3. Project Design (See Section IV.B.3.c.)	25
4. Performance Evaluation (See Section IV.B.3.d.)	10
5. Organizational, Administrative and Fiscal Capacity (See Section IV.B.3.e.)	23
6. Past Performance – Programmatic Capability (See Section IV.B.3.f.)	12
7. SF-424A Budget and Budget Narrative (See Section IV.B.2.g)	5
8. Bonus Points for Organizational Job Quality Factors (See Section IV.B.3.h.)	2
9. Bonus Points for Projects Serving Women in the Southeastern United States (See Section IV.B.3.i.)	2

TOTAL	104
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Section IV.B.3, Project Narrative, provides a detailed explanation of the information an application must include (e.g., a comprehensive work plan for the whole period of performance with feasible and realistic dates). Reviewers will rate each “rating factor” based on how fully and convincingly the applicant responds. For each “rating factor” under each “criterion,” panelists will determine whether the applicant thoroughly meets, partially meets or fails to meet the “rating factor,” unless otherwise noted in Section IV.B.3, based on the definitions below:

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

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

B. REVIEW AND SELECTION PROCESS

1. Merit Review and Selection Process

A technical merit review panel will carefully evaluate applications against the selection criteria to determine the merit of applications. These criteria are based on the policy goals, priorities and emphases set forth in this FOA. Up to 104 points may be awarded to an applicant, depending on the quality of the responses provided. The final scores (which may include the mathematical normalization of review panels) will serve as the primary basis for selection of applications for funding. The panel results are advisory in nature and not binding on the Grant Officer. The Grant Officer reserves the right to make selections based solely on the final scores or to take into consideration other relevant factors when applicable. Such factors may include the geographic distribution of funds and other relevant factors. The Grant Officer may consider any information that comes to their attention.

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

2. Risk Review Process

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

- i. Financial stability.
- ii. Quality of management systems and ability to meet the management standards prescribed in the Uniform Grant Guidance.
- iii. History of performance. The applicant's record in managing awards, cooperative agreements or procurement awards, if it is a prior recipient of such federal awards, including timeliness of compliance with applicable reporting requirements and, if applicable, the extent to which any previously awarded amounts will be expended prior to future awards.
- iv. Reports and findings from audits performed under Subpart F—Audit Requirements of the Uniform Grant Guidance or the reports and findings of any other available audits and monitoring reports containing findings, issues of non-compliance or questioned costs; and
- v. The applicant's ability to effectively implement statutory, regulatory and other requirements imposed on recipients.

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

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

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

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

grant with DOL. See next page for suggested template.

**U.S. DEPARTMENT OF LABOR
EMPLOYMENT AND TRAINING ADMINISTRATION (ETA)
FUNDING OPPORTUNITY ANNOUNCEMENT
FINANCIAL SYSTEM RISK ASSESSMENT**

SECTION A: PURPOSE

The financial responsibility of grantees must be such that the grantee can properly discharge the public trust which accompanies the authority to expend public funds. Adequate administrative and financial systems including the accounting systems should meet the following criteria as contained in 2 CFR 200 and 2 CFR 2900.

1. Accounting records should provide information needed to adequately identify the receipt of funds under each grant awarded and the expenditure of funds for each grant.
2. Entries in accounting records should refer to subsidiary records and/or documentation which support the entry, and which can be readily located.
3. The accounting system should provide accurate and current financial reporting information.
4. The accounting system should be integrated with an adequate system of internal controls to safeguard the funds and assets covered, check the accuracy and reliability of accounting data, promote operational efficiency, and encourage adherence to prescribed management policies.

SECTION B: GENERAL

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

a. When was the organization founded/incorporated (*month, day, year*):

b. Principal Officers (Names, Titles, Email Addresses):

- President/Chair Board of Directors
- Chief Executive Officer
- Chief Financial Officer
- Accounting/Budget Officer

c. Employer Identification Number:

d. Number of Employees

- Full Time:
- Part Time:

- Is the organization or institution affiliated with any other organization (Yes or No):
If yes, please provide details as to the nature of the company (for profit, nonprofit, LLC, etc.) and if it provides services or products to the organization in relation to this grant:

- Total Sales/Revenues in most recent accounting period (12 months): \$

SECTION C: ACCOUNTING SYSTEM			
<i>NOTE: Provide a detailed response (on a separate page on your organization's letterhead and signed/dated by a Principal Officer) for any items 2-10 of Section C that have "No" or "Not Sure" answer(s), providing enough information to clearly reflect the expertise of the organization in these areas.</i>			
1. Has any Government Agency rendered an official written opinion concerning the adequacy of the accounting system for the collection, identification and allocation of costs under Federal contracts/grants? Yes or No:			
a. If yes, provide name, and address of Agency performing review:			
b. Attach a copy of the latest review and any subsequent correspondence, clearance documents, etc. If the review occurred within the past three years, omit questions 2 through 8 of this section, as well as Section D.			
2. Which of the following best describes the accounting system: a.) State administered; b. Internally developed; or c.) Web-based:			
3. Does the accounting system identify the receipt and expenditure of program funds separately for each contract/grant?	Yes	No	Not Sure
4. Does the accounting system provide for the recording of expenditures for each grant/contract by the component project and budget cost categories shown in the approved budget?	Yes	No	Not Sure
5. Are time distribution records maintained for an employee when his/her effort can be specifically identified to a particular cost objective?	Yes	No	Not Sure
6. If the organization proposes an overhead rate, does the accounting system provide for the segregation of direct and indirect expenses?	Yes	No	Not Sure
7. Does the organization have an approved indirect cost rate or cost allocation plan? If so, who approved it (Federal Cognizant Agency or a Pass-through Entity)? What are the effective dates?	Yes	No	Not Sure
8. Does the accounting/financial system include budgetary controls to preclude incurring obligations in excess of total funds available for a grant?	Yes	No	Not Sure
9. Does the accounting/financial system include budgetary controls to preclude incurring obligations in excess of total funds available for a budget cost category (e.g. Personnel, Travel, etc.)?	Yes	No	Not Sure
10. Does the organization or institution have an internal control structure that would provide reasonable assurance that the grant funds, assets, and systems are safeguarded?	Yes	No	Not Sure
SECTION D: FINANCIAL STABILITY			

11. Is there any legal matter or an ongoing financial concern that may impact the organization's ability to manage and administer the grant? Yes or No: If yes, please explain briefly.
SECTION E: FINANCIAL STATEMENTS
12. Did an independent certified public accountant (CPA) ever examine the financial statements? Yes or No:
13. If an independent CPA review was performed, please attach a copy of their latest report and any management letters issued. Enclosed or N/A:
14. If an independent CPA was engaged to perform a review and no report was issued, please provide details and an explanation below:
SECTION F: PAYMENT MANAGEMENT SYSTEM ACCOUNT
15. ETA uses the Department of Health and Human Services Payment Management System (PMS). If your organization has an ETA PMS account, provide the PMS EIN and the PMS account (e.g., 89X7X) where grant funding should be placed if selected for award:
SECTION G: ADDITIONAL INFORMATION
16. Use this space for any additional information. <i>(Indicate section and item numbers if a continuation.)</i>

VI. AWARD ADMINISTRATION INFORMATION

A. AWARD NOTICES

Applicants selected for award will be contacted directly before the grant's execution. Non-selected applicants will be notified by mail or email and may request a written debriefing on the significant weaknesses of their application.

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

B. ADMINISTRATIVE AND NATIONAL POLICY REQUIREMENTS

1. Administrative Program Requirements

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

- i. Non-Profit Organizations, Educational Institutions, For-profit entities, and State, Local and Indian Tribal Governments—2 CFR Part 200 (Uniform Administrative Requirements,

- Cost Principles and Audit Requirements for Federal Awards) and 2 CFR Part 2900 (DOL's Supplement to 2 CFR Part 200).
- ii. All entities must comply with 29 CFR Part 93 (New Restrictions on Lobbying), 29 CFR Part 94 (Governmentwide Requirements for Drug-Free Workplace (Financial Assistance)), 2 CFR Part 180 (OMB Guidance to Agencies on Government-wide Debarment and Suspension (Non-procurement)) and, where applicable, 2 CFR Part 200 (Audit Requirements).
 - iii. 29 CFR Part 2, subpart D—Equal Treatment in Department of Labor Programs for Religious Organizations; Protection of Religious Liberty of Department of Labor Social Service Providers and Beneficiaries.
 - iv. 29 CFR Part 31—Nondiscrimination in Federally Assisted Programs of the Department of Labor—Effectuation of Title VI of the Civil Rights Act of 1964.
 - v. 29 CFR Part 32—Nondiscrimination on the Basis of Handicap in Programs or Activities Receiving Federal Financial Assistance.
 - vi. 29 CFR Part 35—Nondiscrimination on the Basis of Age in Programs or Activities Receiving Federal Financial Assistance from the Department of Labor.
 - vii. 29 CFR Part 36—Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance.
 - viii. 29 CFR Part 38 – Implementation of the Nondiscrimination and Equal Opportunity Provisions of the Workforce Innovation and Opportunity Act.
 - ix. 29 CFR Parts 29 and 30—Labor Standards for the Registration of Apprenticeship Programs and Equal Employment Opportunity in Apprenticeship and Training, as applicable.
 - x. The Department of Labor will follow the procedures outlined in the Department's Freedom of Information Act (FOIA) regulations (29 CFR Part 70). If DOL receives a FOIA request for your application, the procedures in DOL's FOIA regulations for responding to requests for commercial/business information submitted to the government will be followed, as well as all FOIA exemptions and procedures. See generally 5 U.S.C. § 552; 29 CFR Part 70.
 - xi. Standard Grant Terms and Conditions of Award—see the following link:
<https://www.doleta.gov/grants/resources.cfm>.

While the primary purpose of these grants is to provide crucial outreach, education and improved benefits access for marginalized and underserved women workers, all grant-funded programs and activities must provide for equal opportunity without regard to race, color, national origin, disability, age or sex (including gender identity or sexual orientation) in accordance with 29 CFR parts 31-32; 35-36.

2. Other Legal Requirements

a. Religious Activities

The Department notes that the Religious Freedom Restoration Act (RFRA), 42 U.S.C. § 2000bb, applies to all federal law and its implementation. As stated in 29 CFR 2.32(a), religious organizations are eligible on the same basis as any other organization, to seek DOL support or participate in DOL programs for which they are otherwise eligible. Guidance from DOL is found at <https://www.dol.gov/agencies/oasam/grants/religious->

[freedom-restoration-act/guidance.](#)

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

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

c. Transparency Act Requirements

You must ensure that you have the necessary processes and systems in place to comply with the reporting requirements of the Federal Funding Accountability and Transparency Act of 2006 (Pub. Law 109-282, as amended by the Government Funding Transparency Act of 2008, Pub. Law 110-252, Title VI, Chap. 2, Sec. 6202), as follows.

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

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

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

d. Safeguarding Data Including Personally Identifiable Information (PII)

Applicants submitting applications in response to this FOA must recognize that confidentiality of PII and other sensitive data is of paramount importance to the Department of Labor and must be observed except where disclosure is allowed by the prior written approval of the Grant Officer or by court order. By submitting an application, you are assuring that all data exchanges conducted through or during the course of performance of this grant will be conducted in a manner consistent with applicable federal law and [TEGL 39-11](#) (issued June 28, 2012). All such activity conducted by DOL and/or recipient(s) will be performed in a manner consistent with applicable state and federal laws.

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

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

encrypted using NIST validated software products based on FIPS 140-2 encryption. In addition, wage data may be accessed only from secure locations.

- PII data obtained by the recipient through a request from DOL must not be disclosed to anyone but the individual requestor, except as permitted by the Grant Officer or by court order.
- You must permit DOL to make onsite inspections during regular business hours for the purpose of conducting audits and/or conducting other investigations to assure that you are complying with the confidentiality requirements described above. In accordance with this responsibility, you must make records applicable to this Agreement available to authorized persons for the purpose of inspection, review and/or audit.
- You must retain data received from DOL only for the period of time required to use it for assessment and other purposes, or to satisfy applicable federal records retention requirements, if any. Thereafter, you agree that all data will be destroyed, including the degaussing of magnetic tape files and deletion of electronic data.

e. Record Retention

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

f. Use of Contracts and Subawards

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

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

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

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

provided through any form of legal agreement, including an agreement that the pass-through entity considers a contract.

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

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

g. Closeout of Grant Award

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

3. Other Administrative Standards and Provisions

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

4. Special Program Requirements

a. DOL Evaluation

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

increased recruitment of potential participants; and (4) follow evaluation procedures as specified by the evaluation contractor under the direction of DOL.

b. Performance Goals

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

C. REPORTING

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

1. Quarterly Financial Reports

Grant recipients are required to report quarterly financial data on the SF-425 Federal Financial Report (FFR), which is due no later than 30 calendar days after the end of each specified reporting quarter. Reporting quarter end dates are March 31, June 30, September 30 and December 31. A final FFR for the last quarter of the period of performance must be submitted no later than 120 calendar days after the quarter ends. See 2 CFR 200.344. On the final FFR, grant recipients must be sure to include any subaward amounts so we can calculate final indirect costs, if applicable.

2. Quarterly Performance Reports

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

Where applicable to project goals and objectives, grantees will be asked to report on the following:

a. Program Burden and Equity Reporting

As a condition of grant participation, the grant recipient will provide information through quarterly reports on the populations they are serving and the systematic obstacles they encounter. This information should reflect the different policies for which they are conducting outreach. Grant recipients and DOL may compile this information in a form that would permit systematic equity assessments to inform potential changes to program administration and management as part of DOL's equity efforts.

b. Implementation Evaluation

In addition to reporting on program burdens and barriers, supported organizations will report through quarterly narrative and quarterly participant data reports on their implementation of their funded efforts, including funded activities, assistance provided and populations served, reporting on demographics of populations served or assisted where possible. Grant recipients may also be asked to participate in qualitative interviews with the DOL or a contracted evaluation team to study the roll-out of their activities.

The final quarterly report must contain an update on whether the grantee met the Expected Outputs and Outcomes discussed in IV.B.3.d and a detailed explanation if they did not meet these goals.

VII. AGENCY CONTACTS

For further information about this FOA, please contact WB.OGM@dol.gov. Applicants must specifically reference FOA-WB-2424-01, and along with question(s), include a contact name and phone number. This Announcement is available at <https://www.grants.gov>.

VIII. OTHER INFORMATION

A. WEB-BASED RESOURCES

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

B. INDUSTRY COMPETENCY MODELS AND CAREER CLUSTERS

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

C. WORKFORCEGPS RESOURCES

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

We encourage you to view the online tutorial, “Grant Applications 101: A Plain English Guide to ETA Competitive Grants,” video is available at <https://vimeo.com/713802169>. We created Workforce System Strategies to make it easier for the public workforce system and its partners to

identify effective strategies and support improved customer outcomes. The collection highlights strategies informed by a wide range of evidence, such as experimental studies and implementation evaluations, as well as supporting resources, such as toolkits. We encourage you to review these resources by visiting <https://strategies.workforcegps.org>.

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

D. SKILLSCOMMONS RESOURCES

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

IX. OMB INFORMATION COLLECTION

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

According to the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless such collection displays a valid OMB control number. Public reporting burden for this collection of information is estimated to average 50 hours per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed and completing and reviewing the collection of information.

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

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

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

Signed April 11, 2024 in Washington, D.C. by:
Carla Wills
Grant Officer, Employment and Training Administration

APPENDIX A

This appendix is comprised of definitions for terms related to gender-based violence and harassment (GBVH) in the world of work.

Dating violence: Violence committed by a person—(A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) The length of the relationship. (ii) The type of relationship. (iii) The frequency of interaction between the persons involved in the relationship. Violence Against Women Act Reauthorization Act of 2022 34 U.S.C. § 12291(a)(11) (Definitions and grant provisions). This includes teen dating violence, which is a form of dating violence that involves at least one party who is a teenager or young adult.

Domestic violence: VAWA 2022 defines “domestic violence” to include “felony or misdemeanor crimes committed by a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction receiving grant funding.” However, in the case of victim services, the VAWA definition of domestic violence is broader than the reference to crimes and “includes the use or attempted use of physical abuse, or sexual abuse or a pattern of any other coercive behavior committed, enabled, or solicited to gain or maintain power and control over a victim, including verbal, psychological, economic, or technological abuse that may or may not constitute criminal behavior, by a person who—(A) is a current or former spouse or intimate partner of the victim, or person similarly situated to a spouse of the victim; (B) is cohabitating with or has cohabitated with the victim as a spouse or intimate partner; (C) shares a child in common with the victim; (D) commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction”; Violence Against Women Act Reauthorization Act of 2022 § 2, 34 U.S.C. § 12291(a)(12) (Definitions and grant provisions); see Breiding, M. et al. Intimate Partner Violence Surveillance: Uniform Definitions and Recommended Data Elements. Centers for Disease Control and Prevention, U.S. Department of Health and Human Services, 2015, p. 11.

Labor trafficking: The recruitment, harboring, transportation, provision or obtaining of a person for labor or services, through the use of force, fraud or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage or slavery. (Trafficking Victims Protection Act of 2000 (TVPA), as amended (22 U.S.C. § 7102))

Sex trafficking: The recruitment, harboring, transportation, provision, obtaining, patronizing or soliciting of a person for the purpose of a commercial sex act, in which the commercial sex act is induced by force, fraud, or coercion, or in which the person induced to perform such act has not attained 18 years of age (Trafficking Victims Protection Act of 2000 (TVPA), as amended (22 U.S.C. § 7102))

Human trafficking: For the purposes of this grant, we consider both labor trafficking and sex trafficking to be human trafficking. For any work on this grant, human trafficking activities must be related to the impact trafficking has on the individual’s ability to work.

Intimate partner violence: [The National Plan to End Gender-Based Violence](#) defines intimate partner violence as: “Physical violence, sexual violence, stalking, psychological aggression, economic abuse or reproductive or sexual health coercion by a current or former intimate partner. Intimate partner violence is also commonly referred to as domestic violence or dating violence, including teen dating violence.” Physical violence, sexual violence, stalking, psychological aggression, economic abuse or reproductive or sexual health coercion by a current or former intimate partner. Intimate partner violence is also commonly referred to as domestic violence or dating violence, including teen dating violence.”

Online harassment and abuse: Online harassment and abuse includes technology-facilitated gender-based violence and harassment such as non-consensual disclosure of intimate images, sextortion or cyberstalking that occurs in the world of work.

Sexual assault: Any non-consensual sexual act proscribed by Federal, Tribal or State law, including when the victim lacks capacity to consent.” Violence Against Women Act Reauthorization Act of 2022, § 2, 34 U.S.C § 12291(a)(35) (Definitions and grant provisions).

Sexual harassment: [The National Plan to End Gender-Based Violence](#) defines sexual harassment as “hostile, intimidating, abusive, or unwelcome conduct of a sexual nature, or based on sex or gender, that impacts safety or well-being at school, home, work, or other public and private spaces.” It also notes that under U.S. law, “sexual harassment in the employment context includes ‘[u]nwelcoming sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature’ (29 C.F.R. § 1604.11 (2016)) or on the basis of sex that unreasonably interferes with the terms and conditions of the target’s work environment or adversely impacts the target’s safety and well-being.” (29 C.F.R. § 1604.11 (2016)) or on the basis of sex that unreasonably interferes with the terms and conditions of the target’s work environment or adversely impacts the target’s safety and well-being.”

Sexual violence: [The National Plan to End Gender-Based Violence](#) defines sexual violence as “Sexual activity when consent is not or cannot be obtained or given freely. Sexual violence includes rape, sexual assault, sexual harassment, and child sexual abuse.”

Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—(A) fear for his or her safety or the safety of others; or (B) suffer substantial emotional distress. Violence Against Women Act Reauthorization Act of 2022, 34 U.S.C. § 12291(a)(36) (Definitions and grant provisions).