

U.S. DEPARTMENT OF LABOR
Women's Bureau

**NOTICE OF AVAILABILITY OF FUNDS AND FUNDING OPPORTUNITY
ANNOUNCEMENT FOR: FY26 WOMEN IN APPRENTICESHIP AND
NONTRADITIONAL OCCUPATIONS (WANTO) TECHNICAL ASSISTANCE GRANT
PROGRAM**

ANNOUNCEMENT TYPE: Initial

FUNDING OPPORTUNITY NUMBER: FOA-WB-26-01

ASSISTANCE LISTING NUMBER: 17.701

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

FUNDING DETAIL:

Expected Total Available Funding	\$10,000,000
Expected Number of Awards	13 to 28 grants
Funding Range Per Award	\$350,000 - \$750,000

Awards made under this Announcement are subject to the availability of federal funds. In the event that additional funds become available, we reserve the right to use these funds to select more grantees from the applications submitted in response to this Announcement.

KEY DATES:

Application Deadline	7/6/2026. We must receive applications no later than 11:59 pm Eastern Time.
Expected Period of Performance Start Date	09/30/2026
Period of Performance Length	24 months

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

Table of Contents

I. EXECUTIVE SUMMARY	3
II. ELIGIBILITY	3
A. Eligible Applicants	3
B. Cost Sharing	5
C. Period of Performance	5
III. PROGRAM DESCRIPTION	5
A. Purpose	5
B. Program Goals and Objectives	6
C. Expected Performance Outcomes	6
D. Funding Type	7
E. Eligible Participants	7
F. Program Authority	7
G. Definitions	7
H. Funding Restrictions, Policies and Limitations	9
I. Required Partnerships	Error! Bookmark not defined.
IV. APPLICATION CONTENT AND FORMAT	11
A. SF-424, Application for Federal Assistance	11
B. Project Budget (SF-424A and Budget Narrative)	12
C. Project Narrative	14
D. Attachments to the Project Narrative	19
V. SUBMISSION REQUIREMENTS AND DEADLINES	21
A. How to Obtain an Application Package	21
B. Unique Entity Identifier and System for Award Management	21
C. Submission Instructions	22
D. Intergovernmental Review	24
E. Other Submission Requirements	24
VI. APPLICATION REVIEW INFORMATION	24
A. Responsiveness Review	24
B. Review Criteria	25
C. Review and Selection Process	27
D. Risk Review	27
VII. AWARD NOTICES	28
A. Award Document	28

B. Award Timing and Notification to Applicants 28

VIII. POST AWARD REQUIREMENTS AND ADMINISTRATION..... 28

 A. Administrative and National Policy Requirements 29

 B. Reporting 36

IX. RESOURCES 37

X. OMB INFORMATION COLLECTION 39

APPENDIX A: Past and Current WANTO Grantees 39

I. EXECUTIVE SUMMARY

The Women’s Bureau, U.S. Department of Labor (DOL, or the Department, or we), announces the availability of approximately \$10,000,000 in grant funds authorized by the Women in Apprenticeship and Nontraditional Occupations (“WANTO”) Act of 1992, Pub. L. 102-530, 29 U.S.C. § 2501 et seq.; 29 U.S.C. § 13; and the Consolidated Appropriations Act, 2026 for the WANTO Technical Assistance Grant Program.

This program aims to provide technical assistance (TA) to employers and labor unions in the United States and its territories to encourage employment of women in apprenticeable occupations or nontraditional occupations (A/NTO), such as Advanced Manufacturing, Artificial Intelligence (AI), Information Technology (IT), mining, and Shipbuilding and Defense Industrial Base, specifically in the following ways:

- Developing (establishing, expanding, and/or enhancing) pre-apprenticeships that lead to Registered Apprenticeships, Registered Apprenticeship (as defined in Section III.G. Definitions), or other nontraditional skills training programs designed to prepare women for careers in A/NTO;
- Providing ongoing orientations or other resources for employers, unions, and workers on creating a successful environment for women in A/NTO; and/or
- Setting up support groups, facilitating networks, and/or providing supportive services (as defined in section III.H.3.) for women in A/NTO to improve their retention.

To be eligible for funds under this grant program, an applicant must be a community-based organization (CBO) as defined in Definitions (Section III.G.). Faith-based organizations that meet the definition of CBO are encouraged to apply.

The Department is committed to producing strong evidence on the effectiveness of its grant programs, and full participation (by grantee and any subgrantees or subcontractors) in any evaluation the Department initiates will be a condition of all grant awards.

For further information or technical questions about this FOA, please email WB.OGM@dol.gov and specifically reference FOA-WB-26-01.

II. ELIGIBILITY

A. Eligible Applicants

1. The following organizations are eligible to apply:

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

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

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

Please see additional eligibility requirements below:

Eligible Entities:

Only CBOs as defined in Section [III.G.](#) are eligible to apply for these grants. A consortium of CBOs may apply as a single applicant; in such instances, the applicant should provide a copy of the consortium agreement that specifies which entity will administer the grant.

In awarding grants, the Department will give priority to applications that meet the following eligibility criteria per the WANTO Act legislation:

- Demonstrate experience preparing women to gain employment in A/NTO;
- Demonstrate experience working with the business community to prepare them to place women in A/NTO;
- Have tradeswomen or women in nontraditional occupations as active members of the organization, as either employees or board members; and
- Have experience delivering TA specifically as defined above, including developing (establishing, expanding and/or enhancing) pre-apprenticeship, Registered Apprenticeship, or other nontraditional skills training programs designed to prepare women for careers in A/NTO; providing ongoing orientations or other resources for employers, unions, and workers on creating a successful environment for women in A/NTO; and setting up support groups, facilitating networks, and/or providing supportive services for women in A/NTO to improve their retention.

Current and Former Grantees:

Recipients of WANTO Act grant program funds awarded under the FY 2025 FOA are NOT eligible to apply for a FY 2026 WANTO grant. FY 2025 grantees will be eligible to apply again in FY 2027, contingent upon the availability of funds. Recipients of funds awarded under previous WANTO Act grant programs outside of those who were awarded funds under the FY 2025 FOA are eligible to apply for this funding opportunity. Although scaling a previous WANTO-funded program is acceptable, former WANTO Act grantees must explain, in their "Statement of Need" (see Section [IV.C.1.](#)), how their proposed TA activities are materially different and improved from those already performed using funds awarded through a previous WANTO Act grant program. All past and current WANTO grantees after 2006 are listed in Appendix A for reference.

2. Number of Applications Applicants May Submit

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

B. Cost Sharing

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.](#) provides more information on leveraged resources.

C. Period of Performance

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

III. PROGRAM DESCRIPTION

A. Purpose

This Announcement solicits applications for the **FY26 Women in Apprenticeship and Nontraditional Occupations (WANTO) Technical Assistance Grant Program.**

The purpose of this program is to provide technical assistance (TA) to employers and labor unions in the United States and its territories to encourage employment of women in Registered Apprenticeship and nontraditional occupations (A/NTO).

Projects funded through the WANTO program will help achieve the President’s goal of [1 million](#) new active apprentices. Furthermore, to achieve the President’s strategy to reindustrialize America, dominate the AI frontier, and reclaim control over the levers of national prosperity, the FY26 WANTO program is giving preference, through bonus points, to applicants targeting high demand occupations with a labor shortage in the Advanced Manufacturing, AI, IT, mining, and Shipbuilding and Defense Industrial Base industries. Faith based organizations that meet the definition of CBO are encouraged to apply.

Apprenticeship is a proven “earn-and-learn” training model that offers workers a pathway to the middle class and helps companies recruit, develop, and retain a highly skilled workforce. They are also increasingly found in emerging and high-growth industries. Many of these opportunities lead to careers or career ladders that provide high, family-sustaining wages and quality fringe benefits. Currently, [more than 96,000](#) women are enrolled in Registered Apprenticeship programs nationwide, pursuing earn-and-learn experiences across a diverse spectrum of occupations and industries. The average starting wage for a fully proficient worker who completes a Registered Apprenticeship is about [\\$86,000 per year](#). Moreover, [research indicates](#) that employers’ median return on investments in apprenticeship training is \$144 for every \$100 invested, with benefits ranging from reduced turnover to increased productivity.

Pre-apprenticeship programs can play a valuable role in expanding pathways to entering Registered Apprenticeships and improving apprenticeship retention and completion. Pre-apprenticeship programs are designed to prepare individuals to enter and succeed in a Registered Apprenticeship program and have documented partnerships with at least one, if not more,

Registered Apprenticeship programs. CBOs are well positioned to develop pre-apprenticeship programs that help women prepare for and succeed in A/NTO.

The TA provided through this grant program will prepare employers and labor unions to successfully recruit, mentor, train, and retain women in A/NTO and expand women's employment opportunities and labor force participation. Projects will be expected to leverage other DOL funding dedicated to expanding Registered Apprenticeships, including funding available to Registered Apprenticeship program sponsors through the [Pay-for-Performance Incentive Payments Program](#), as appropriate, to maximize the impact of the TA provided and support the growth and expansion of Registered Apprenticeship programs serving women. As such, this grant program will help employers meet their workforce needs while bolstering women's economic security for themselves and their families and the overall strength of the nation's economy.

B. Program Goals and Objectives

This program aims to provide TA to employers and labor unions in the United States and its territories to encourage employment of women in A/NTO, specifically in the following ways:

- Developing (establishing, expanding, and/or enhancing) pre-apprenticeship, Registered Apprenticeship, or other nontraditional skills training programs designed to prepare women for careers in A/NTO;
- Providing ongoing orientations or other resources for employers, unions, and workers on creating a successful environment for women in A/NTO; and/or
- Setting up support groups, facilitating networks, and/or providing supportive services (as defined in section [III.H.3.](#)) for women in A/NTO to improve their retention.

C. Expected Performance Outcomes

The Women's Bureau is asking for the following outcomes to track recipient progress. Applicants are expected to identify outcomes that are realistic, clear, and consistent (see Section [IV.C.3.](#) for details) and will report on the progress in quarterly performance reports.

1. The number of women expected to enroll in pre-apprenticeship, Registered Apprenticeship, or other nontraditional skills training programs by the end of the grant period as a result of the TA you propose to provide;
2. The number and percentage of enrollees expected to complete pre-apprenticeship, Registered Apprenticeship, or other nontraditional skills training programs by the end of the grant period as a result of the TA you propose to provide;
3. The number and percentage of enrollees expected to remain in a Registered Apprenticeship program at the end of the grant program as a result of TA you propose to provide;
4. Number and percentage of women seeking full-time employment who secure full-time employment as a result of TA you provide;
5. Number and percentage of women seeking full-time employment who secure a job with a higher wage as a result of TA you provide; and
6. Number of new Registered Apprenticeship programs that are developed and enroll new apprentices that are women by the end of the grant period as a result of the TA you provide.

D. Funding Type

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

E. Eligible Participants

a. Participants Eligible to Receive Training

The intent of this FOA is to fund projects that provide TA to employers and/or labor unions to recruit, mentor, train, and employ women in A/NTO, specifically through the development of pre-apprenticeship Registered Apprenticeship, or nontraditional skills training programs.

Applicants must propose a project that focuses on developing (establishing, expanding, or enhancing) a pre-apprenticeship, Registered Apprenticeship, or nontraditional skills training program designed to prepare women for careers in A/NTO, and that will assist employers and/or labor unions in the recruitment, training, and employment of women in A/NTO.

b. Veterans' Priority for Participants

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

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

F. Program Authority

The Women in Apprenticeship and Nontraditional Occupations (WANTO) Act of 1992, Pub. L. 102-530, 29 U.S.C. § 2501 et seq.; 29 U.S.C. § 13 authorizes this program; and the Consolidated Appropriations Act, 2026, Pub. L. 119-75 provides funding for fiscal year 2026.

G. Definitions

For the purposes of this FOA, the following terms are defined for the convenience of prospective applicants: **Apprentice**: A worker at least 16 years of age, except where a higher minimum age standard is otherwise fixed by law, who is employed to learn an apprenticeable occupation as provided in 29 C.F.R § 29.4 under standards of apprenticeship fulfilling the requirements of 29 C.F.R § 29.5.

- **Apprenticeable Occupations**: Occupations that are specified by industry and which must meet the following criteria:
 - Involve skills that are customarily learned in a practical way through a structured, systematic program of on-the-job supervised learning;
 - Be clearly identified and commonly recognized throughout an industry;

- Involve the progressive attainment of manual, mechanical, or technical skills and knowledge which, in accordance with the industry standard for the occupation, would require the completion of at least 2,000 hours of on-the-job learning to attain; and
- Require related instruction to supplement the on-the-job learning.
- **Apprenticeship Agreement:** A written agreement that contains the terms and conditions of the employment and training of the apprentice.
- **Community-Based Organization:** A private non-profit organization (which may include a faith-based organization) that is representative of a community or a significant segment of a community, that has demonstrated expertise and effectiveness in the field of workforce development, and that has demonstrated experience administering programs that train women for apprenticeable occupations or other nontraditional occupations.
- **National Guidelines for Apprenticeship Standards (NGS):** A template of high-quality apprenticeship program standards submitted by a labor union, trade or industry association, employer, workforce intermediary, education provider, or other organizations with national scope; these apprenticeship standards may be certified by the Office of Apprenticeship (OA) in instances where they are (1) found suitable for adoption or adaptation by State or local affiliates of the submitting organization, and (2) fully satisfy the regulatory requirements set forth at 29 CFR Part 29 and any sub-regulatory guidance issued thereunder. NGS that receive certification by OA may be registered subsequently on a local basis by the applicable Registration Agency (either by an OA State Office or by a State Apprenticeship Agency (SAA)) within a particular State or jurisdiction where a program adopting the NGS standards is situated.
- **National Program Standards (NPS):** Programs that are registered by OA on a national basis and that consist of occupational standards which: (1) are developed and sponsored by an employer, national trade or industry organization, labor organization, educational institution, or consortium; (2) are demonstrably national or multi-State in their design, suitability, and scope based on consideration of the National Program Standards criteria; and (3) comply with the regulatory requirements contained in 29 CFR Part 29.
- **Non-Traditional Occupations (NTO):** Those occupations where women account for less than 25 percent of all persons employed in a single occupational group.
- **Office of Apprenticeship (OA):** The office designated by the DOL Employment and Training Administration to administer the National Apprenticeship System or its successor organization.
- **Pre-Apprenticeship Program:** A pre-apprenticeship is a program designed to prepare individuals to enter and succeed in an apprenticeship program registered under the Act of August 16, 1937 (commonly known as the “National Apprenticeship Act”; 50 Stat. 664, chapter 663; [29 U.S.C. 50 et. seq.](#)) (referred to in this part as a “registered apprenticeship” or “registered apprenticeship program”) and includes the following elements:
 - Training and curriculum that aligns with the skill needs of employers in the economy of the State or region involved;
 - Access to educational and career counseling and other supportive services, directly or indirectly;

- Hands-on, meaningful learning activities that are connected to education and training activities, such as exploring career options, and understanding how the skills acquired through coursework can be applied toward a future career;
 - Opportunities to attain at least one industry-recognized credential; and
 - A partnership with one or more Registered Apprenticeship programs that assists in placing individuals who complete the pre-apprenticeship program in a Registered Apprenticeship program.
- **Registered Apprenticeship (RA):** A proven model of job preparation that combines paid on-the-job learning with related instruction to progressively increase worker’s skill levels and wages. For additional information, see <https://www.apprenticeship.gov/>.
 - **Registered Apprenticeship Program:** Registered Apprenticeship programs are registered programs with OA or a DOL-recognized State Apprenticeship Agency as set out in 29 CFR Part 29. For additional information, see <https://www.apprenticeship.gov/>.
 - **Sponsor:** Any person, association, committee, or organization operating an apprenticeship program and in whose name the program is (or is to be) registered or approved.
 - **Registration Agency:** OA or a recognized State Apprenticeship Agency that has responsibility for registering apprenticeship programs and apprentices, providing TA, conducting reviews for compliance with 29 CFR part 29, and quality assurance assessments.
 - **State Apprenticeship Agency:** An agency of a state government that has responsibility and accountability for apprenticeship within the state. Only a State Apprenticeship Agency may seek recognition by OA as an agency that has been properly constituted under an acceptable law or Executive Order, and authorized by OA to register and oversee apprenticeship programs and agreements for federal purposes.
 - **Women’s Bureau:** The U.S. Department of Labor Women’s Bureau.

H. Funding Restrictions, Policies and Limitations

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

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

1. Indirect Costs

As specified in the Uniform Guidance Cost Principles, indirect costs are those costs incurred for a common or joint purpose benefitting more than one cost objective and not readily assignable to the cost objectives specifically benefitted, without effort disproportionate to the results achieved. It may be necessary to establish multiple pools of indirect costs to facilitate equitable distribution of indirect expenses to the cost objectives served. Indirect cost pools must be distributed to benefitted cost objectives on basis that will produce an equitable result in consideration of

relative benefits derived. 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 if you 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 15 percent of Modified Total Direct Costs (MTDC) (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.](#) 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 15 percent of MTDC (see DOL's definition below). The de minimis rate may be used indefinitely. When applying the de minimis rate, costs must be consistently charged as either direct or indirect costs and may not be double charged or inconsistently charged as both. Once elected, the recipient or subrecipient must use the de minimis rate for all Federal awards until such time as the award recipient or subrecipient chooses to receive a negotiated rate. (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 \$50,000 of each subaward or contract (regardless of the period of performance of the subawards and contracts 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 \$50,000.

2. Evaluation and Data-Related Costs

Organization costs related to data and evaluation are allowable, as defined in 2 CFR Part 200.455. Evaluation costs may include (but are not limited to) evidence reviews, evaluation planning, feasibility assessment, conducting evaluations, sharing evaluation results, and other costs related to the effective building and use of evidence and evaluation for program design, administration, or improvement. Related data costs may include (but are not limited to) expenditures needed to gather, store, track, manage, share, publish, or otherwise use data to administer or improve the program. Further, grantees may charge allowable data activities to Federal grants as direct or indirect costs, as long as they are applicable to the Federal grant award.

3. Supportive Services

Grantees may spend no more than 15 percent of funds awarded for supportive services to ensure women's participation in technical assistance activities (e.g., outreach sessions, orientation sessions, focus groups, support groups, and apprenticeable/nontraditional occupations skills training) intended to assist labor unions and employers with increasing and retaining women in Registered Apprenticeships and NTOs. Examples of supportive services may include allowances for childcare, housing, transportation, and/or language assistance services to ensure participation

at technical assistance activities; job-related equipment and gear to the extent it is provided as a consequence of a technical assistance activity (e.g., a training session on work-related equipment that improves women workers' ability to be employed or retained in a A/NTO); or job-related training tuition costs to the extent the training is provided as technical assistance to an employer or labor union. Please note that while supportive services dollars may be used towards ensuring women's participation at apprenticeable/nontraditional occupations skills training, these funds may not be used to support women's continued enrollment in apprenticeship programs. In offering supportive services, grantees must provide counseling and resource referral so that participants are aware of other programs and funding sources offering the services that could provide the supports needed for women to be successful in apprenticeship and NTOs in the long term. These include programs such as the Temporary Assistance for Needy Families (TANF), Supplemental Nutrition Assistance Program (SNAP), Child Care and Development Fund (CCDF), Head Start and Early Head Start, as well as sources of funding potentially available under WIOA and other statutes the Department administers.

IV. APPLICATION CONTENT AND FORMAT

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

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

You must ensure that the funding amount requested is consistent across all parts and sub-parts of the application. 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. All application components must be contained in the official submission package. Items not included in the application package, including but not limited to websites that must be accessed from a link, will not be considered.

A. SF-424, Application for Federal Assistance

You must complete the SF-424, "Application for Federal Assistance" (sample available at <https://www.grants.gov/forms/forms-repository/sf-424-family>).

- In the address field, fill out the nine-digit (plus hyphen) zip code. Nine-digit zip codes can be looked up on the USPS website at <https://tools.usps.com/go/ZipLookupAction!input.action>.
- The organization's legal name on the SF-424 should match its name registered in the System for Award Management at www.sam.gov. If unsure of the legal name of your organization, visit www.sam.gov to confirm.
- The organization's Employer Identification Number (EIN) and Unique Entity Identification (UEI) Number should match its information in www.sam.gov. If unsure of the EIN or UEI of your organization, visit www.sam.gov to confirm.
- 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.

B. Project Budget (SF-424A and Budget Narrative)

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

Project Budget

You must complete the SF-424A Budget Information Form (sample available at [grants.gov/forms/forms-repository/sf-424-family](https://www.grants.gov/forms/forms-repository/sf-424-family)). In addition to the Budget Information Form, you must provide a concise narrative explanation to support the budget request, see requirements below.

a. Budget Narrative

The Budget Narrative must provide a description of costs associated with each line item on the SF-424A. If required by the FOA, it must also include a section on the required cost sharing (including match) with a complete description of projected cost sharing, the source and how it will be spent on the project. The Budget Narrative should also include a section describing any leveraged resources provided (as applicable) to support grant activities. Leveraged resources are all resources, including cash and in-kind, in excess of the award and associated cost sharing. Valuation of leveraged resources follows the same requirements as cost sharing. Applicants are encouraged to leverage resources to increase stakeholder investment in the project and broaden the impact of the project itself.

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

Personnel: List all staff positions by title (including individuals hired by an employment contract as an independent contractor) including the roles and responsibilities. For each position give the annual salary, the percentage of time devoted to the project, and the amount of each position's salary funded by the grant.

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

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

Equipment: Identify each item of equipment you expect to purchase that has an estimated acquisition cost of \$10,000 or more per unit (or if your capitalization level is less than \$10,000, use your capitalization level) and a useful lifetime of more than one year (see 2 CFR Part 200.1 for the definition of Equipment). List the item, quantity, and the unit cost per item.

Items with a unit cost of less than \$10,000 are supplies, not "equipment." In general, we do not permit the purchase of equipment during the last funded year of the grant.

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

Contractual: Under the Contractual line item, delineate contracts and subawards separately. Contracts are defined according to 2 CFR Part 200.1 as a legal instrument by which a recipient or subrecipient conducts procurement transactions under a federal award. A subaward, defined by 2 CFR Part 200.1 means an award provided by a pass-through entity to a subrecipient for the subrecipient to contribute to the goals and objectives of the project by carrying out part of a Federal award received by the pass-through entity. This should include payments to a contractor for third-party evaluations that are not already accounted for elsewhere, if applicable. 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 can determine whether the costs are necessary, reasonable, and allocable. List items, such as stipends or incentives, not covered elsewhere.

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

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

or

b) If you intend to claim indirect costs using the 15 percent de minimis rate of modified total direct costs (MTDC) (defined by DOL below), please confirm that your organization meets the requirements as described in 2 CFR Part 200.414(f). Clearly state that your organization does not have a current negotiated (including provisional) rate, and is not one described in 2 CFR Part 200, Appendix VII(D)(1)(b).

Applicants choosing to claim indirect costs using the de minimis rate must use MTDC (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 MTDC. 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 \$50,000 of each subaward or contract (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 contract in excess of \$50,000.
 - You will also note that participant support costs are not included in modified total direct costs. Participant support costs are defined below.
 - 2 CFR Part 200.1 Participant Support Cost means direct costs that support participants (see definition for Participant in § 200.1) and their involvement in a Federal award, such as stipends, subsistence allowances, travel allowances, registration fees, temporary dependent care, and per diem paid directly to or on behalf of participants.

See Section [III.H](#) for more information. Additionally, the following link contains information regarding the negotiation of Indirect Cost Rates at DOL:

<https://www.dol.gov/agencies/oasam/centers-offices/office-of-the-senior-procurement-executive/cost-price-determination-division>.

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

If cost sharing is required, applicants must show cost sharing on the SF-424 (line 18b), SF-424A, and Budget Narrative.

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

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

C. Project Narrative

You must include a Project Narrative with your application. The Project Narrative demonstrates an applicant's ability to implement the grant project in accordance with the requirements of the Announcement. Applicants must describe, in their own words, how they will meet the stated requirements in the FOA, and convincingly demonstrate that they are using a sound approach.

As appropriate, applicants should see Section [IX](#). Resources, and specifically [IX.E](#). DOL’s Clearinghouse for Evaluation and Research (CLEAR) and [IX.F](#). Data and Other Evidence Resources for starting places to find research that provides evidence of a sound approach.

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. It must include the section headers listed below. The agency will evaluate the Project Narrative using the evaluation criteria identified in Section [VI.B](#). We will not read or consider any materials beyond the specified page limit (except for attachments listed in Section [IV.D](#). that impact the scoring of the application).

1. Statement of Need (Up to 10 Points)

Describe in both quantitative and qualitative terms the need for technical assistance, including the nature and scope of the problem, and the consequences of not addressing the need. Incorporate demographic data and participant/beneficiary information whenever possible. This section of the Project Narrative must include:

- a. A clear description of the geographic region where the TA will be provided and a clear description of the workforce needs of the local economy (particularly with respect to A/NTO), using both quantitative and qualitative terms **(3 points)**;
- b. Demonstration of a comprehensive understanding of the need for TA to help employers and/or labor unions prepare women to enter and succeed in A/NTO **(3 points)**;
- c. A clear description of how the proposed TA will assist employers and/or labor unions in preparing women to enter and succeed in A/NTO. Incorporate demographic data and participant/beneficiary information whenever possible **(2 points)**; and
- d. A clear description of the consequences of not addressing this need, based on the quantitative and qualitative information provided **(2 points)**.

2. Geographic Diversification (3 points or 0 points)

The Geographic Diversification section of the Project Narrative must clearly identify the geographic area the project will serve. To bolster opportunity in the WB’s Southcentral region, which has received the fewest WANTO grants compared to other regions in the past 10 years, organizations serving states in this region will receive the full three points for this section. States in WB’s Southcentral region include: Arkansas, Colorado, Louisiana, New Mexico, Oklahoma, Texas, Utah, and Wyoming. Applicants proposing a project to serve a state outside the Southcentral region will result in zero points **(3 points or 0 points)**.

3. Expected Outcomes and Outputs (up to 16 points)

Clearly identify outputs and outcomes that will result from the project. Outputs are tangible products or services that result from the project. Outcomes are the positive benefits or measurable results that occur as the result of project activities or outputs. This section must:

- a. Demonstrate that the identified outputs and outcomes are realistic, clear, and consistent with the expressed TA need **(3 points)**.
- b. Propose targets for each of the outcomes below, in addition to other proposed outcomes/outputs of the applicant’s choosing, and how the applicant will track these outcomes/outputs:

- i. The number of women expected to enroll in pre-apprenticeship, Registered Apprenticeship, or other nontraditional skills training programs by the end of the grant period as a result of the TA you propose to provide **(2 points)**;
 - ii. The number and percentage of enrollees expected to complete pre-apprenticeship, Registered Apprenticeship, or other nontraditional skills training programs by the end of the grant period as a result of the TA you propose to provide **(2 points)**;
 - iii. The number and percentage of enrollees that expect to remain in Registered Apprenticeship by the end of the grant period as a result of the TA you propose to provide **(1 point)**;
 - iv. Number and percentage of women seeking full-time employment who secure full-time employment as a result of TA you provide **(2 points)**;
 - v. Number and percentage of women seeking full-time employment who secure a job with a higher wage as a result of TA you provide **(2 points)**; and
 - vi. Number of new Registered Apprenticeship programs that are developed and enroll new apprentices that are women by the end of the grant period as a result of the TA you provide; **(2 points)**;
- c. Describe how and to what extent the products or services developed with TA provided under this grant can or will be sustained beyond the grant period **(2 points)**.

4. Project Design (up to 22 points)

The Project Design section must include the following:

- a. A description of feasible and coherent methods the project will use to facilitate the outputs and outcomes identified by the applicant in response to section [IV.C.3](#). “Expected Outputs and Outcomes” and section [VIII.5.B.2](#). “Quarterly Performance Reports,” along with how the applicant will track results **(4 points)**;
- b. A plan of action that describes the scope and detail of how the project will accomplish the proposed work and reasonable timelines for completion of work. The plan must account for all functions and activities identified in the application **(4 points)**;
- c. A description of the factors that might accelerate or decelerate the work and the reason for taking the proposed approach rather than other approaches **(1 points)**;
- d. A clear and convincing assessment identifying any potential barriers that may impact the project’s success and a description of how the project can overcome those barriers **(2 points)**;
- e. A description of how you will collaborate with the appropriate or applicable federal and state agencies to ensure your TA is provided in accordance with federal and state law, policy, guidance, and regulations **(1 point)**;
- f. A description of how you plan to leverage other DOL funding dedicated to expanding Registered Apprenticeships, including funding available to Registered Apprenticeship program sponsors through the [Pay-for-Performance Incentive Payments Program](#), to maximize the impact of the TA provided and support the growth and expansion of Registered Apprenticeship programs serving women **(4 points)**;
- g. A clear logic model that outlines how your TA delivery will lead to the employment and/or retention of women in Registered Apprenticeship and nontraditional occupations **(2 points)**; and

- h. Identification of the employers and/or labor unions to which you intend to provide TA. In addition, for employers and/or labor unions that provide a pre-apprenticeship or nontraditional occupation skills training program, the Project Design section must include identification of employers who have an agreement to hire program graduates or to provide entry into a Registered Apprenticeship program. Applicants should provide a description of the extent of their engagement in, and commitment to, your project, as well as key partners to promote sustainability of the TA after the project concludes. Note: Applicants should provide letters of commitment from employers and/or labor unions to which they propose to provide TA. In addition, for employers and/or labor unions that provide a pre-apprenticeship or nontraditional occupation skills training program, applicants should provide letters of commitment from employers who have an agreement to hire program graduates or to provide entry into Registered Apprenticeship. Omission of these letters will not cause disqualification of the application; however, the omission may impact scoring under this criterion **(4 points)**.

5. Performance Evaluation (up to 9 points)

The Performance Evaluation section must:

- a. Describe clearly and fully the measures, methods, techniques, and tools that will be used to evaluate the project to determine whether (1) the project achieved its anticipated outcomes and (2) to what extent those outcomes can be attributed to the project **(4 points)**;
- b. Provide details on how project participants will participate in evaluation activities **(1 point)**;
- c. Clearly explain how the data will be used to inform program delivery and how “lessons learned,” both positive and negative, will be documented **(1 points)**;
- d. Applicants should provide a clear and comprehensive plan on tracking the progress of reaching the proposed outcome and output indicators listed in the IV.C.3. (Expected Outcomes and Outputs) and [VIII.5.B.2.](#) (Quarterly Performance Reports) sections **(3 points)**.

6. Organizational, Administrative, and Fiscal Capacity (up to 22 points)

This section must include the following information pertaining to the applicant organization:

- a. A clear description of the applicant organization’s current mission, structure, staffing, and relevant experience. Describe how these factors contribute to the ability of the organization to conduct the program requirements and meet program expectations. Include information about any organization(s) under contract with the applicant that will have a significant role in implementing the project. Include the organization’s capability to sustain some or all project activities after Federal financial assistance has ended **(5 points)**;
- b. A description of the fiscal and administrative controls in place to properly manage federal funds, and include the current operating expenses and revenues in this description **(3 points)**;

- c. A description of the applicant’s experience and capability in developing training programs designed to prepare women to gain employment in apprenticeable or other nontraditional occupations **(4 points)**;
- d. A description of the applicant’s experience and capability working with the business community to provide resources on creating a successful environment for women in A/NTO **(4 points)**;
- e. A description of the applicant’s experience and capability with setting up support groups, facilitating networks, developing partnerships and referral pathways with other programs offering supportive services, and/or providing supportive services for women in A/NTO to improve their retention **(3 points)**; and
- f. An explanation of whether or not the applicant organization has tradeswomen or women in nontraditional occupations as active members of the organization, as either employees or board members **(3 points)**.

7. Past Performance – Programmatic Capability (up to 12 Points)

Applicants will be assessed on programmatic capabilities to implement the WANTO grant program, 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:

- 1. Submit a list of **three** such grants/cooperative agreements that are similar in size, scope, and relevance to the proposed project. All grants/cooperative agreements must have been completed by June 21, 2026. Applicants must include a grantor contact name and telephone number for each grant/cooperative agreement listed. Do not submit more than three grants/cooperative agreements to demonstrate past performance. If more than three are included, only the three most recent will be considered.
- 2. For each grant/cooperative agreement, provide two significant performance goals and the outcomes of those goals to demonstrate if and how the applicant successfully completed and managed the project. The outcomes must clearly demonstrate if the goals were met or exceeded.

Points will be assigned for each goal (up to two goals per agreement requested) that was met or exceeded **(2 points per goal)**.

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

Applicants must:

- 1. Describe in detail and document past accomplishments achieved operating a comparable program(s), grant(s), or cooperative agreement(s). Description of a comparable program or projects should include:

- a. Whether the program(s) or project(s) developed a pre-apprenticeship, youth apprenticeship, Registered Apprenticeship or other nontraditional skills training programs designed to *specifically* prepare women for careers in A/NTO **(up to 2 points)**.
 - b. Whether the program(s) or project(s) included delivering TA to employers, labor unions, and workers on creating a successful environment for women in A/NTO; in addition to setting up support groups, facilitating networks, and/or providing supportive services for women in A/NTO to improve their retention **(up to 2 points)**.
 - c. How many women were served, or the typical number served in each cohort, and whether proposed program(s) or project(s) will be of a similar scale **(1 point)**.
 - d. How long the program(s)/project(s) have been operational **(1 point)**.
2. Clear and convincing explanation as to how your experience operating a comparable program(s) or project(s) prepared you to undertake the complexities of operating the proposed project **(6 points)**.

8. Budget and Budget Narrative (up to 6 points)

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

1. Demonstrate realistic and reasonable costs that are both in alignment with the activities outlined in the project narrative, and necessary to implement the project **(2 points)**;
2. Provide a clear description of costs associated with each SF-424A line item, and includes the required level of detail as outlined in section [IV.B.](#) **(2 points)**; and
3. Explain and estimate proposed participant supportive service costs, which must not exceed 15 percent of the requested funding, including how the project will engage with other programs that provide supportive services and refer participants to such programs, as appropriate **(2 points)**.

9. Projects Targeting High Demand Occupations (5 or 0 bonus points)

Projects that propose TA that will further the employment of women in high demand occupations in one or more of the following industries will receive bonus points: Advanced Manufacturing, AI, IT, mining, or Shipbuilding and Defense Industrial Base. Applicants should include specific details of the TA they plan to propose in the section [IV.C.4.](#) Project Design **(5 or 0 bonus points)**.

D. Attachments to the Project Narrative

In addition to the Project Narrative, the application also includes required and requested attachments as explained below (see Section [VI.A.](#) on which required attachments must be

submitted in order for the application to be reviewed). These attachments must be clearly labeled and do not count toward the Project Narrative page limit. Any other attachments included beyond those listed below will not be reviewed in the scoring of the application.

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

1. Required Attachments

a. Abstract

You must submit an up to three-page abstract summarizing the proposed project. If you do not submit the abstract, your application will still be reviewed, but it may impact your score. See Section [VI.A](#) for a list of items that will result in the disqualification of your application. If you are selected for an award, the information provided in your abstract will be published to a public facing website as a summary of your project. The abstract must include the following:

- the 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. Letter demonstrating CBO eligibility

Per the WANTO Act, “the term ‘community-based organization’ means a community-based organization...that has demonstrated experience administering programs that train women for apprenticeable occupations or other nontraditional occupations.” More can be read about the definition in Section [III.G](#). Only applicants that meet this definition of CBO will be eligible for a grant under this Funding Opportunity Announcement. To confirm that applicants meet the definition of CBO, the applicant organization must submit a letter detailing how it meets the criteria of a CBO. For lead applicants applying on behalf of a consortium, the applying organization must be the one to provide the letter detailing how they meet the criteria of a CBO. Letters must be on organizational letterhead, and be signed by the applicant organization's authorized representative that is also listed on the SF-424 *Application for Federal Assistance*. The letter must be in a PDF format, and the authorized representative must sign using one of two signature methods: 1.) a digital signature that includes the PDF time and date stamp; or 2.) an original wet signature that does not use electronically produced font. Omission of this letter will cause disqualification. Letters must include the following information:

1. How long the applicant has been in operation and during that time, how many years of experience the applicant has administering programs that train women for apprenticeable or nontraditional occupations. Please also provide details on this experience, i.e., the specific work done in this area and how many women have been served each year as well as how many cohorts of women-centered training the applicant has taught or how many women are typically in each training cohort.

2. How many years of experience the applicant has working with the business community to create successful environments for women in apprenticeships or nontraditional occupations. Please also provide details on this experience.
3. How many years of experience the applicant has in setting up support groups, facilitating networks, and/or providing supportive services (as defined in section [III.H.3.](#)) for women to improve their retention in job related training for apprenticeable or nontraditional occupations.

2. Requested Attachments

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

a. Letters of Commitment or MOUs

Applicants should provide letters of commitment from entities to which they propose to provide TA and, for those entities with programs that provide a pre-apprenticeship or nontraditional occupation skills training program, letters of commitment from employers where there is an agreement to hire program graduates or to provide entry into a Registered Apprenticeship program. These letters should be uploaded as an attachment to the application package and labeled “Letters of Commitment.” Omission of these letters will not cause disqualification of the application; however, the omission may impact scoring under Section [IV.C.4.g.](#)

b. Indirect Cost Rate Agreement

If you are requesting indirect costs based on a Negotiated Indirect Cost Rate Agreement approved by your federal Cognizant Agency, then attach the most recently approved Agreement. (For more information, see Section [III.H.](#) This attachment does not impact scoring of the application.

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

c. Financial System Risk Assessment Information

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

V. SUBMISSION REQUIREMENTS AND DEADLINES

A. How to Obtain an Application Package

This FOA, found at www.Grants.gov and <https://www.dol.gov/agencies/eta/grants/apply/find-opportunities> contains all of the information and links to forms needed to apply for grant funding.

B. Unique Entity Identifier and System for Award Management

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

1. 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>. Organizations should ensure that their legal name in sam.gov matches the name used on their bank account for future draw-downs of grant funds if selected.

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.)

2. 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.

C. Submission Instructions

Applicants must electronically submit their application as a single package through [Grants.gov](https://grants.gov) by 11:59 p.m. Eastern Time on the due date specified in the FOA.

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

1. 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 [Organization 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.

2. 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 [Workspace Overview](#). For access to complete instructions on how to apply for opportunities, refer to [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 acknowledgement of receipt and a tracking number (GRANTXXXXXXXX) with the successful transmission of the application, serving as proof of timely submission. The applicant will receive two email messages to provide the status of the application's progress through the system.

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

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

To ensure consideration, the components of the application must be saved as .doc, .docx, .xls, .xlsx, .rtf or .pdf files. If submitted in any other format, the applicant bears the risk that compatibility or other issues will prevent DOL from considering the application. We will

attempt to open all required and requested documents but will not take any additional measures in the event of problems with opening such as file corruption.

We strongly advise applicants to use the various tools and documents, including watching the online tutorial, “[Grant Applications 101: A Plain English Guide to ETA Competitive Grants](#),” available through WorkforceGPS.

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](#).”

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. Other Submission Requirements

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

VI. APPLICATION REVIEW INFORMATION

A. Responsiveness Review

Application Screening Criteria

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

Application Requirement	Instructions	Complete?
Submission requirements are met	Section V.C.	
Eligibility criteria are met	Section II.A.	

Components of the application are saved in one of the specified formats and are not corrupt. (<i>We will attempt to open the document but will not take any additional measures in the event of problems with opening.</i>)	Section V.C.	
SAM Registration	Section V.B.	
SF-424 includes a Unique Entity Identifier (UEI) and line 18a. does not exceed the ceiling amount of \$750,000 and is above the floor of \$350,000	Section V.B.	
SF-424A, Budget Information Form	Section IV.B.	
Budget Narrative	Section IV.B.	
Project Narrative	Section IV.C.	
Letter demonstrating eligibility as a Community Based Organization, which meets ALL requirements outlined in IV.D.1.b	Section IV.D.1.b.	

B. Review 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.](#) (Project Budget) and [IV.C](#) (Project Narrative). Reviewers will award points based on the evaluation criteria described below.

Section [IV.C.](#) (Project Narrative) of the FOA has several “criteria” (e.g. [IV.C.1](#)). Each of these criteria of the Project Narrative will include one or more “rating factors,” which provide detailed specifications for the content and quality of the response to each of the criteria. 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.

Section [IV.C.](#), 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, panelists will determine whether the applicant thoroughly meets, partially meets, or fails to meet the rating factor, unless otherwise noted in Section [IV.C.](#), 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.	Partial points that are commensurate with how well the

Standard Rating	Definition	Standard for Calculating Points
		rating factor is addressed
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 the FOA.

Criterion	Points (Maximum)
1. Statement of Need (See Section IV.C.1 . Statement of Need)	10 total
2. Geographic Diversification (See Section IV.C.2 . Geographic Diversification)	3 total
3. Expected Outputs and Outcomes (See Section IV.C.3 Expected Outcomes and Outputs)	16 total
4. Project Design (See Section IV.C.4 Project Design)	22 total
5. Performance Evaluation (See Section IV.C.5 . Performance Evaluation)	9 total
6. Organizational, Administrative, and Fiscal Capacity (See Section IV.C.6 . Organizational, Administrative, and Fiscal Capacity)	22 total
7. Past Performance – Programmatic Capability (See Section IV.C.7 . Past Performance – Programmatic Capability)	12 total
8. Budget and Budget Narrative (See Section IV.C.10 . Project Budget)	6 total
TOTAL:	100
9. Projects Targeting High Demand Occupations (See Section IV.C.8 . Projects Targeting High Demand Occupations)	5 bonus points
TOTAL BONUS POINTS:	5

C. Review and Selection Process

Merit Review and Selection Process

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

Up to 105 points may be awarded to an applicant, depending on the quality of the responses provided. The final scores (which may include the mathematical normalization of review panels) will serve as the primary basis for selecting applications for funding. The panel results are advisory in nature and not binding on the Grant Officer. The Grant Officer can make selections based solely on the final scores or take into consideration any other relevant factors when applicable. Examples of such factors include, but are not limited to, the geographic distribution of funds, whether the applicant has demonstrated experience administering programs that train women for A/NTO, the occupations proposed to be targeted for TA, the availability of funds, and other relevant factors. The Grant Officer may consider any information that comes to their attention.

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

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

D. Risk Review

Risk Review Process

Prior to making an award, ETA will review and consider any information about the applicant that is in the responsibility/qualification records available in SAM.gov (see 41 U.S.C. 2313). All applicants are requested to submit the information on the Financial Risk Assessment template specified below for ETA to assess the applicant's Financial System.

Applicants may review and comment on any information in the responsibility/qualification records available in SAM.gov. Before making decisions in the risk review required by 2 CFR 200.206 and 2 CFR 2900.5, ETA will consider any comments by the applicant, along with information available in the responsibility/qualification records in SAM.gov.

Additionally, ETA will comply with the requirements of 2 CFR Part 180 implemented at 2 CFR Part 2998 (Non-procurement Debarment and Suspension). This risk evaluation may incorporate results of the evaluation of the applicant's eligibility (application screening) or the quality of its application (merit review). If ETA determines that an award will be made, special conditions that correspond to the degree of risk assessed may be applied to the award. Criteria to be evaluated include the following:

- i. Financial stability. The applicant's record of effectively managing financial risks, assets, and resources;
- ii. Management systems and standards. 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 of managing previous and current Federal awards, including compliance with reporting requirements and conformance to the terms and conditions of Federal awards, if applicable;
- iv. Reports and findings from audits performed under Subpart F–Audit Requirements of the Uniform Grant Guidance or the reports and findings of any other available audits and monitoring reports containing findings, issues of non-compliance, or questioned costs;
- v. Ability to effectively implement requirements. The applicant's ability to effectively implement statutory, regulatory, and other requirements imposed on recipients

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

- If the applicant had any restriction on spending for any ETA grant due to adverse monitoring findings;
- If the applicant has generated revenue in recent years to demonstrate they are an organization with a track record of completing projects of similar size, through available records such as Internal Revenue Service non-profit 990 forms; 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 information as an attachment to their application for ETA to assess the applicant's Financial System. This information will be considered as one component of ETA's Risk Review Process. Applicants may use the suggested template attached to the application package for the FY 26 WANTO FOA, or answer the questions in a separate attachment. It is unlikely that an organization will be able to manage a federal grant without the system/processes in place that are referenced in the attached template. Applicants are expected to have these in place before applying for a grant with ETA.

VII. AWARD NOTICES

A. Award Document

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

B. Award Timing and Notification to Applicants

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

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

VIII. POST AWARD REQUIREMENTS AND ADMINISTRATION

A. Administrative and National Policy Requirements

1. Administrative Program Requirements

All grantees will be subject to all applicable federal laws and regulations, including the OMB Uniform Guidance, and the terms and conditions of the award.

The grant(s) awarded with these funds 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 2998 (Nonprocurement Debarment and Suspension, the Department’s regulations implementing OMB Guidance at 2 CFR Part 180), and, where applicable, 2 CFR Part 200 (Audit Requirements).
- iii. 29 CFR Part 2, subpart D—Equal Treatment in Department of Labor Programs for Faith-Based and Community 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—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.dol.gov/agencies/eta/grants/resources>.

2. Religious Activities

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

In accordance with 29 CFR 2.32(a), Equal Participation of Faith-Based Organizations, applicants for DOL financial assistance are notified:

(i) Faith-based organizations may apply for DOL awards on the same basis as any other organization, subject to the protections and requirements of subpart D of 29 CFR Part 2 and any applicable constitutional and statutory requirements, including [42 U.S.C. 2000bb et seq.](#) DOL will not, in the selection of recipients, discriminate for or against an organization on the basis of the organization's religious character, motives, or affiliation, or lack thereof, or on the basis of conduct that would not be considered grounds to favor or disfavor a similarly situated secular organization.

(ii) A faith-based organization that participates in this program will retain its independence from the Government and may continue to carry out its mission consistent with religious freedom and conscience protections in Federal law.

(iii) A faith-based organization may not use direct Federal financial assistance to support or engage in any explicitly religious activities except where consistent with the Establishment Clause of the First Amendment and any other applicable requirements. An organization receiving Federal financial assistance also may not, in providing services funded by DOL, or in conducting outreach activities related to such services, discriminate against a program beneficiary or prospective program beneficiary on the basis of religion, a religious belief, a refusal to hold a religious belief, or a refusal to attend or participate in a religious practice.

3. Other Legal Requirements

a. Lobbying or Fundraising with Federal Funds

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

b. 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 Digital Accountability and Transparency Act of 2014 (Pub. Law 113-101), as follows.

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

<https://www.ecfr.gov/current/title-2/subtitle-A/chapter-I/part-170/appendix-Appendix%20A%20to%20Part%20170>.

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

- Federal awards to individuals who apply for or receive federal awards as natural persons (e.g., unrelated to any business or non-profit organization an individual owns or operates);
- Federal awards to entities that had a gross income of less than \$300,000 in the entities' previous tax year; and
- Federal awards, if the required reporting would disclose classified information.

c. Safeguarding Data Including Personally Identifiable Information (PII)

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

By submitting a grant application, you agree to take all necessary steps to protect such confidentiality by complying with the following provisions that are applicable in governing the handling of confidential information: You must ensure that PII and sensitive data developed, obtained, or otherwise associated with DOL/ETA funded grants is securely transmitted.

- i. To ensure that such PII is not transmitted to unauthorized users, all PII and other sensitive data transmitted via e-mail or stored on CDs, DVDs, thumb drives, etc., must be encrypted using a Federal Information Processing Standards (FIPS) 140-2 compliant and National Institute of Standards and Technology (NIST) validated cryptographic module. You must not e-mail unencrypted sensitive PII to any entity, including ETA or contractors.
- ii. You must take the steps necessary to ensure the privacy of all PII obtained from participants and/or other individuals and to protect such information from unauthorized disclosure. You must maintain such PII in accordance with the ETA standards for information security described in [TEGL 39-11](#) and any updates to such standards we provide to you. Grantees who wish to obtain more information on data security should contact their Federal Project Officer.
- iii. You must ensure that any PII used during the performance of your grant has been obtained in conformity with applicable federal and state laws governing the confidentiality of information.
- iv. You further acknowledge that all PII data obtained through your ETA grant must be stored in an area that is physically safe from access by unauthorized persons at all times and the data will be processed using recipient-issued equipment, managed information

technology (IT) services, and designated locations approved by ETA. Accessing, processing, and storing of ETA grant PII data on personally owned equipment, at off-site locations, (e.g., employee's home), and non-recipient managed IT services, (e.g., Yahoo mail), is strictly prohibited unless approved by ETA.

- v. Your employees and other personnel who will have access to sensitive/confidential/proprietary/private data must be advised of the confidential nature of the information, the safeguards required to protect the information, and that there are civil and criminal sanctions for noncompliance with such safeguards that are contained in federal and state laws.
- vi. You must have policies and procedures in place under which your employees and other personnel, before being granted access to PII, acknowledge their understanding of the confidential nature of the data and the safeguards with which they must comply in their handling of such data, as well as the fact that they may be liable to civil and criminal sanctions for improper disclosure.
- vii. You must not extract information from data supplied by ETA for any purpose not stated in the grant agreement.
- viii. Access to any PII created by the ETA grant must be restricted to only those employees of the grant recipient who need it in their official capacity to perform duties in connection with the scope of work in the grant agreement.
- ix. All PII data must be processed in a manner that will protect the confidentiality of the records/documents and is designed to prevent unauthorized persons from retrieving such records by computer, remote terminal, or any other means. Data may be downloaded to, or maintained on, mobile or portable devices only if the data are encrypted using NIST validated software products based on FIPS 140-2 encryption. In addition, wage data may be accessed only from secure locations.
- x. PII data obtained by the recipient through a request from ETA must not be disclosed to anyone but the individual requestor, except as permitted by the Grant Officer or by court order.
- xi. You must permit ETA to make onsite inspections during regular business hours for the purpose of conducting audits and/or conducting other investigations to assure that you are complying with the confidentiality requirements described above. In accordance with this responsibility, you must make records applicable to this Agreement available to authorized persons for the purpose of inspection, review, and/or audit.
- xii. You must retain data received from ETA only for the period of time required to use it for assessment and other purposes, or to satisfy applicable federal records retention requirements, if any. Thereafter, you agree that all data will be destroyed, including the degaussing of magnetic tape files and deletion of electronic data.

d. 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 200.334-.338 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.

e. Use of Contracts and Subawards

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

Contract: Contract means a legal instrument by which a recipient or subrecipient conducts procurement transactions under a Federal award. For additional information on subrecipient and contractor determinations, see 2 CFR 200.331.

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 to a subrecipient for the subrecipient to contribute to the goals and objectives of the project by carrying out part of a Federal award received by the pass-through entity. It does not include payments to a contractor, beneficiary, or participant. A subaward may be provided through any form of legal agreement consistent with criteria in with 2 CFR 200.331, including an agreement the pass-through entity considers a contract.

Subrecipient: Subrecipient means an entity that receives a subaward from a pass-through entity to carry out part of a Federal award. The term subrecipient does not include a beneficiary or participant. A subrecipient may also be a recipient of other Federal awards directly from a Federal agency.

You must follow the provisions at 2 CFR 200.331-.333 regarding subrecipient monitoring and management. Also see 2 CFR Part 200.308(f)(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 2998, implementing the OMB Guidance at 2 CFR Part 180.

f. Closeout of Grant Award

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

4. Other Administrative Standards and Provisions

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

The following standard ETA disclaimer needs to be on all products developed in whole or in part with grant funds.

“This workforce product was funded by a grant awarded by the U.S. Department of Labor’s 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.”

Intellectual Property Rights and Open Licensing

Pursuant to 2 CFR 2900.13, and 2 CFR 200.315(d), to ensure that the Federal investment of DOL funds has as broad an impact as possible and to encourage innovation in the development of new learning materials, the grantee will be required to license to the public all work created with the support of the grant under an open license.

The term ‘open license’ means a worldwide, royalty-free, non-exclusive, perpetual (for the duration of applicable copyright), irrevocable, standard open copyright license and must grant the public permission to access, reproduce, publicly perform, publicly display, adapt, distribute and otherwise use the work and adaptations of the work for any purposes, subject only to the condition that attribution be given to authors and rights holders as designated.

Work that must be openly licensed includes both new content created with the grant funds and modifications made to pre-existing, grantee-owned content using grant funds. This license allows subsequent users to copy, distribute, transmit, and adapt the copyrighted work and requires such users to attribute the work in the manner specified by the grantee. Notice of the license shall be affixed to the work. As part of the requirement to openly license grant-funded products, grantees must post their products (with the open license affixed) to a public distribution platform.

Only work that is developed by the recipient in whole or in part with grant funds is required to be licensed under the open license. Pre-existing copyrighted materials licensed to or purchased by the grantee from third parties, including modifications of such materials, remain subject to the intellectual property rights the grantee receives under the terms of the particular license or purchase. In addition, works created by the grantee without grant funds do not fall under the 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 grantee is expected to respect all applicable federal laws and regulations, including those pertaining to the copyright and accessibility provisions of the Federal Rehabilitation Act.

Questions about open licensing as it applies to this specific funding opportunity should be submitted to the ETA Grant Officer. The Department will provide technical assistance to support open licensing during the period of performance.

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

including a subaward or contract under the grant or subaward; and (ii) any rights of copyright to which the recipient, subrecipient, or a contractor purchases ownership under an award (including, but not limited to, curricula, training models, technical assistance products, and any related materials). Such uses include, but are not limited to, the right to modify and distribute such products worldwide by any means, electronically or otherwise. The grantee may not use federal funds to pay any royalty or license fee for use of a copyrighted work, or the cost of acquiring by purchase a copyright in a work, where the Department has a license or rights of free use in such work. If revenues are generated through selling products developed with grant funds, including intellectual property, DOL treats such revenues as program income. Such program income is added to the grant and must be expended for allowable grant activities in accordance with the provisions of the grant award and 2 CFR 200.307.

Credential Transparency (FOAs requiring development of credentials)

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 federal funds.

To this end, we require that grantees make information about industry-recognized credentials publicly accessible through the use of linked open data formats that support full transparency and interoperability. This requirement applies to all industry-recognized credentials that are awarded using grant funds under the Announcement, where such credentials were previously developed by a grant lead or partner or are developed using grant funds. Credentials include, but are not limited to, diplomas, badges, certificates, certifications, and degrees of all levels and types. Formats may include, but are not limited to, the use of credential transparency description language specifications. DOL will provide specific guidance and technical assistance on credential transparency. Grantees must submit an implementation plan for credential transparency and must complete implementation of the plan before the period of performance ends, as specified in DOL technical assistance.

5. Special Program Requirements

a. DOL Evaluation

As a condition of grant award, as per 2 CFR 200.301, grantees are required to participate in an evaluation, if undertaken by DOL. Participating in an evaluation may require an investment of time and/or resources from grantees, and costs related to data and evaluation are allowable, as defined in 2 CFR 200.455(c). The evaluation may include an implementation assessment across grantees, an impact and/or outcomes analysis of all or selected sites within or across grantees, a benefit/cost analysis or assessment of return on investment, or other type of program evaluation. 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). Grantees may also be required 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 DOL's evaluation team on participants, employers, or other grant partners, and funding; (2) provide access to program operating personnel, participants, and operational and financial records, and any other relevant documents; 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 team under the direction of DOL. DOL's evaluation team may include Federal staff as well as contractors with specific technical skills that are engaged to conduct evaluations, analyses, and other assessments of DOL programs and investments.

b. Performance Goals

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

B. Reporting

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

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 30 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 indicators in addition to any other outputs and outcomes discussed in their proposal:

- The number of women who *enroll in* and the number and percentage of women who *complete* pre-apprenticeship, Registered Apprenticeship, or other nontraditional skills training programs by the end of the grant period of performance as a result of the TA you provide;
- The number and percentage of enrollees that expect to remain in Registered Apprenticeship by the end of the grant period as a result of the TA you propose to provide;
- The number and percentage of women who achieve measurable skill gains by the end of the grant period of performance as a result of job skills training you provide;

- The number and percentage of women who earn credentials, such as certificates or industry licenses, by the end of the grant period of performance as a result of job skills training you provide;
- The number of women who receive and benefit from job retention activities, such as support groups and mentoring, by the end of the grant period of performance.
- Number of women who accessed supportive services, if offered, as a result of WANTO funding. Also include the types and amount of supportive services offered as well as the cost of providing these services;
- Number and percentage of women who secure a job with a higher wage by the end of the grant period of performance as a result of TA you provide. If possible, list the starting and ending wages;
- Number of employers and/or labor unions that receive TA (including number of employers and/or labor unions that create new pre-apprenticeship program) that assists them in recruiting, training, and employing women in apprenticeable and/or nontraditional occupations;
- Promising practices or innovative approaches to increasing women’s participation and retention in pre-apprenticeship, Registered Apprenticeship, and nontraditional occupations that are developed using WANTO funding;
- Promising innovations to employer hiring practices or work environment (which increase women’s participation and retention in pre-apprenticeship, Registered Apprenticeship, or nontraditional occupations) that are developed using WANTO funding.
- Additional information as requested.

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

IX. RESOURCES

A. Web-Based Resources

DOL maintains a number of web-based resources that may be of assistance to applicants. These include the CareerOneStop portal (<https://www.careeronestop.org>), which provides national and state career information on occupations; the Service Locator function within the CareerOneStop webpage which provides a directory of the nation's American Job Centers, also known as one-stop centers, (<https://www.careeronestop.org/LocalHelp/service-locator.aspx>); and the Occupational Information Network (O*NET) Online (<https://online.onetcenter.org>), which provides occupational competency profiles.

B. Industry Competency Models and Career Clusters

ETA supports an Industry Competency Model Initiative to promote an understanding of the skill sets and competencies that are essential to an educated and skilled workforce. A competency model is a collection of competencies that, taken together, define successful performance in a

particular work setting. Competency models serve as a starting point for the design and implementation of workforce and talent development programs. To learn about the industry-validated models, visit the Competency Model Clearinghouse (CMC) at <https://www.careeronestop.org/CompetencyModel>. The CMC site also provides tools to build or customize industry models, as well as tools to build career ladders and career lattices for specific regional economies.

C. WorkforceGPS

We encourage applicants to utilize the resources available through our WorkforceGPS site at <https://www.workforcegps.org>. This site contains the following:

- Workforce resources gathered through consultations with federal agency partners, industry stakeholders, educators, and local practitioners.
- Online tutorials to help assist with the grant application process at [Grants Application 101: How to Apply for a Grant](#).
- Workforce System Strategies (WSS) available at <https://strategies.workforcegps.org> that highlights evidence-based research, emerging program practices and useful guides. WSS is a searchable database for workforce professionals and their partners who strive to improve outcomes for job seekers and employers through evidence-based informed decisions.
- A technical assistance portal at [SMART 4.0 Grants Management Training](#) that contains online training and resources for fiscal and administrative issues.

D. SkillsCommons

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.

E. DOL's Clearinghouse for Evaluation and Research (CLEAR)

We encourage applicants to use available research evidence and evaluation results to inform grant program design and evaluation plans. CLEAR identifies and summarizes many types of research but focuses on reviewing and rating causal impact studies. CLEAR also maintains guidelines for conducting different types of rigorous evaluations. For additional information, see <https://clear.dol.gov/>.

F. Data and Other Evidence Research Resources

We encourage applicants to use available data and other evidence to inform program design. Resources available include DOL's Public Use Data Lake (<https://www.dol.gov/agencies/oasp/evaluation/data-repo>), Workforce System Strategies

(<https://strategies.workforcegps.org/>), and DOL agency publication databases such as those maintained by ETA at: <https://www.dol.gov/agencies/eta/research/publications> and by DOL's Chief Evaluation Office at: <https://www.dol.gov/agencies/oasp/evaluation/completedstudies>.

X. OMB INFORMATION COLLECTION

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

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

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

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

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

Signed June 5, 2026 in Washington, D.C. by:

Carla Wills
Grant Officer, Employment and Training Administration

APPENDIX A: Past and Current WANTO Grantees

Past Grantees

2007

- Apprenticeship and Non-Traditional Employment for Women
- Hard-Hatted Women
- Playa Vista Job Opportunities and Business Services

2008

- Action for Boston Community Development, Inc.
- Wider Opportunities for Women
- Women in Non Traditional Employment Roles

2010

- Chicago Women in Trades

- Nontraditional Employment for Women
- Pennsylvania Women Work
- State Emergency Response Systems Inc.
- United Communities Against Poverty Inc.
- YWCA of Greater Cincinnati

2012

- Action for Boston Community Development, Inc.
- Chicago Women in the Trades
- Goodwill of North Georgia, Inc.
- Oregon Tradeswomen, Inc.
- West Virginia Women Work, Inc.
- Women in Non Traditional Employment Roles

2014

- Chicago Women in the Trades
- Nontraditional Employment for Women
- Oregon Tradeswomen, Inc.

2016

- Chicago Women in the Trades
- Nontraditional Employment for Women
- Oregon Tradeswomen, Inc.

2017

- Aroostook County Action Program, Inc.
- Career Training Institute
- Full Employment Council, Inc.
- West Virginia Women Work, Inc.

2018

- Aroostook County Action Program, Inc.
- Community Services Agency Metro Washington AFL-CIO
- Chicago Women in Trades
- Vermont Works for Women

2019

- Chicago Women in Trades
- Hampton Roads Workforce Council
- Wisconsin Regional Training Partnership Inc.

2020

- Apprenticeship and Nontraditional Employment for Women
- Center for Employment Training
- Chicago Women in Trades
- Gang Alternatives Inc.

- Goodwill Industries of East Texas Inc.
- Workforce Development Board of Herkimer, Madison and Oneida Counties Inc.

2021

- Moore Community House, Inc.
- Per Scholas, Inc.
- SER Jobs for Progress of the Texas Gulf Coast, Inc.
- Tradeswomen Inc.
- Wisconsin Regional Training Partnership, Inc.

2022

- Apprenticeship and Nontraditional Employment for Women
- Chicago Women in Trades
- Fresh Start Women's Foundation
- Hampton Roads Workforce Council
- Nontraditional Employment for Women

2023

- Ada Developer's Academy
- AFL-CIO Working for America Institute
- Hope Renovations
- Moore Community House
- Rhode Island Women in Trades
- SER-Jobs for Progress of the Texas Gulf Coast, Inc.
- Vincentian Ohio Action Network Accompanying Returning Citizens with Hope (ARCH)

2024

- Arkansas Center for Data Sciences (Apprenticely)
- Catalyst Connection
- Chicago Women in Trades
- Dev/Mission
- Fresh Start Women's Foundation
- Maryland Apprenticeship Connector
- Southern Nevada Building Trades Union
- Vermont Works for Women
- Veterans Enterprise Training & Services Group, Inc.

2025

- Great Jobs KC, Inc.
- King Youth Foundation
- CareerRise Inc.
- Keiki O Ka Aina Preschool
- Building Futures
- Wisconsin Regional Training Partnership, Inc.
- Workforce Alliance Inc.