

**DEPARTMENT OF LABOR
Employment and Training Administration
Funding Opportunity Announcement
FOA-ETA-25-31**

Amendment One

State Apprenticeship Expansion Formula, round 3 (SAEF3)

AGENCY: Employment and Training Administration, Department of Labor

ACTION: Amendment to FOA-ETA-25-31

SUMMARY: The U.S. Department of Labor, announced on January 18, 2025, the availability of funding for SAEF3 to be awarded through a base formula and competitive process.

The closing date for this funding opportunity announcement (FOA) has been extended until March 27, 2025, at 11:59 p.m. Applicants wishing to submit an application during the open period may do so; however, in accordance with Section III.C.2 of this FOA, *“We will consider only one Base Formula Funding application and one Competitive Funding application from each organization. If we receive multiple applications of either the Base Formula Funding or Competitive Funding from the same organization, we will only consider the most recently received application that met the deadline.”*

The document is hereby amended as follows:

Executive Summary

The second sentence of the second paragraph is deleted and replaced with the following:

This funding opportunity supports state-identified innovation, employer engagement in the creation and expansion of apprenticeships (including through sector strategies), and workforce system alignment by assisting new and emerging industries to establish Registered Apprenticeship Programs (RAPs), thereby contributing to a long-term workforce development strategy that promotes prosperity and long-term sustainability.

The second sentence of the first goal of the sixth paragraph is deleted and replaced with the following:

This includes facilitating greater state leadership in the expansion of apprenticeships by supporting states where the apprenticeship system is currently operated by DOL’s Office of Apprenticeship to become recognized State Apprenticeship Agencies (SAAs).

The second goal of the sixth paragraph is deleted and replaced with the following:

2. Support integrated, statewide Registered Apprenticeship strategies and state and territory capacity to engage industry and meet the demand for new programs in both traditional and emerging industries and occupations within the state.

The third goal of the sixth paragraph is deleted and replaced with the following:

3. Allow states and territories to build capacity to significantly increase and facilitate Registered Apprenticeship opportunities from start to completion for all American workers, particularly through the development or expansion of pay-for-performance, other performance-based contracting models, or other initiatives to incentivize the creation and ongoing success of RAPs, and initiatives to directly support the education costs of apprentices' related technical instruction.

The fourth goal of the sixth paragraph is deleted and replaced with the following:

4. Strengthen the National Apprenticeship System across state lines through the sharing of long-term Registered Apprenticeship strategies, increasing transparency around operational plans, facilitating reviews of registration processes and policies (if applicable) to cut red tape and reduce barriers to entry for new employers and industries, promoting operational consistency among SAAs while allowing for strategic flexibilities that foster innovation within state systems, and enhancing overall transparency among all Registered Apprenticeship stakeholders.

Section I.B. Program Design

The first paragraph is deleted and replaced with the following:

While SAEF3 grantees and their strategies will be unique to specific needs, demographics, and geographic location, each State will share a set of common design elements.

The header after the fourth paragraph is deleted and replaced with the following:

Pre-apprenticeship Programs

The sixth paragraph and its five elements are deleted.

The first effort of the seventh paragraph is deleted and replaced with the following

1. Growing the pre-apprenticeship model within in-demand industries of the state or territory and expanding on the use of the pre-apprenticeship model in the Workforce Innovation and Opportunity Act (WIOA) and other workforce or education programs that lead to RAP enrollment during the grant POP.

The second effort of the seventh paragraph is deleted and replaced with the following:

2. Developing occupational skills frameworks, competency-based assessments, and/or recognized postsecondary credentials for pre-apprenticeship programs that align with industry requirements, facilitate enrollment (and advanced standing, as appropriate) in RAPs, and support career progression and the transferability of skills.

Section I.C Program Activities

The second element of the second paragraph is deleted.

The third paragraph is deleted and replaced with the following:

In addition to the expanded work plan described above, applicants for the Competitive Funding option must select a minimum of two activities from the list below. These activities support 1)

State innovation, 2) employer engagement and sector strategies, and 3) workforce system alignment.

The first activity of the third paragraph is deleted and replaced with the following:

1. Provide a range of training services that support individuals enrolled in a RAP, that may include Related Instruction reimbursement; OJL reimbursement; development of curricula and standards for apprenticeship; online and technology-based learning; accelerated and competency-based training that integrates academic and occupational skills training; and apprenticeship training costs and other supportive services. (See Section IV.E. Funding Restrictions for more information).

The fifth activity of the third paragraph is deleted and replaced with the following:

5. Expand RAP opportunities for youth (between the ages of 16 and 24). This may include: (a) providing direct funding for a range of pre-apprenticeship programs that lead to enrollment in a RAP, and (b) coordination with relevant stakeholders and partners (i.e., state and local education and workforce agencies, Community Based Organizations (CBOs), community colleges, Career and Technical Education (CTE) programs etc.) to establish new and expand existing partnerships that commit to develop RAPs and/or pre-apprenticeship programs that lead to RAP enrollment.

The sixth activity of the third paragraph is deleted. Please note that this edit changes the original number cadence as follows:

The eighth activity of the third paragraph is deleted, renumbered, and replaced with the following seventh activity:

7. Promote innovation within RAPs to assist individuals with disabilities, such as increasing awareness and use of assistive technology and other new and emerging technology, as appropriate.

The ninth activity of the third paragraph is deleted, renumbered, and replaced with the following eighth activity:

8. Strategizing and implementing employer engagement methodologies to increase RAP adoption for in-demand industries and occupations within the State; conducting internal assessments as the basis of continuous improvement (i.e., improving time frame for registering new programs); reviewing registration policies and processes (as applicable) to identify and implement reforms to cut red tape and reduce barriers for employers and industries; and committing to data sharing and governance requirements to comply with the law and ensure a strong and modernized Registered Apprenticeship system.

The tenth activity of the third paragraph is renumbered and added:

9. For States that are not currently federally recognized SAAs, develop the required elements for recognition and basic requirement as described in 29 C.F.R. 29.13 that would allow a State to become a federally recognized SAA.

The eleventh activity of the third paragraph is renumbered and added:

10. Enhance integration with the state's workforce system under WIOA to support the recruitment of participants and employers into the apprenticeship system, improve policies to effectively utilize WIOA On-the-Job Training (OJT) contracts (20 C.F.R. 686.700) and Individual Training Accounts (ITAs) (20 C.F.R. 686.300) to reduce the costs of RAP participation for employers and apprentices, and improve awareness of the career and supportive services that are available through the workforce system to support apprentice retention and program completion.

Section III.A. Eligible Applicants

The seventh paragraph is deleted and replaced with the following:

Optional Partners: Optional Partners could include relevant organizations that would help the grantee further the goals of the SAEF grant program and the Department.

Section III.C.3. Eligible Participants

The sixth paragraph is deleted and replaced with the following:

You may also propose projects that could include some services for individuals who do not fall into one of the four targeted categories listed above, as long as services for these individuals align with the primary intent and focus of the proposed project and support placement into a RAP within the grant POP.

Section IV.B.3.b Expected Outputs and Outcomes

The third bullet of the first paragraph is added:

- Applicants must identify one state-determined performance measure related to their proposed activities regarding participant outcomes or program outputs and provide target numbers to achieve during the grant POP. This includes identifying how the applicant will track and report progress towards meeting the proposed measure in their project narrative. DOL encourages state innovation in identifying a measure that can demonstrate the impact of the grant, in addition to the DOL-identified expected outputs and outcomes below.

Section IV.B.3.b.(1) Participant and Apprentice Outcomes

The third sentence of first paragraph is deleted and replaced with the following:

Applicants are required to set targets and track the following eight outcomes:

The eighth outcome of the first paragraph is added:

viii. State-determined performance measure related to their proposed activities regarding participant outcomes (as applicable)

Section IV.B.3.b.(2) Program Outputs

The second sentence of the second paragraph is deleted and replaced with the following:

The five targets described below must be included in the performance measure outcome table in Appendix D as discussed above.

The fifth output of the third paragraph is added:

v. State-determined performance measure related to their proposed activities regarding program outputs (as applicable)

Section IV.E. Funding Restrictions

The second paragraph under “Use of Funds for Supportive Services for Registered Apprentices and Pre-apprentices” is deleted and replaced with the following:

Under this FOA, supportive services for training pre-apprentices and registered apprentices include but are not limited to: childcare and long term services and supports; linkages with community services; tools, work clothing, or equipment required to train for a job; application fees and other costs of apprenticeship or required pre-employment training; transportation and travel to training and work sites; housing; internet access; mental health counseling, substance use treatment, or other behavioral health services; reasonable accommodations and/or costs related to direct service professionals who provide assistance to persons with disabilities; legal assistance; educational testing; financial counseling; needs-based payments or emergency cash assistance; and services such as mentoring, support groups, and peer networking.

The first sentence of the first paragraph under “Use of Funds for Incentives to Employers” is deleted and replaced with the following:

Applicants may use up to 40 percent of grant funds to provide one-time “incentive” funds to new employers, joint labor management organizations, or industry associations (or other partners included in a multi-employer partnership) to directly fund new or expand existing RAPs in targeted industries in which they are serving.

The first sentence of the first paragraph under “Use of Funds for Pay-for-Performance (PFP) Models” is deleted and replaced with the following:

Applicants may use grant funds to provide a sustainable approach that reward RAP sponsors for achieving specific milestones such as maintaining Registered Apprentice enrollment in the RAP and credential attainment of Registered Apprentices.

Appendix A Base Formula Funding

The second element of the first paragraph is deleted and replaced with the following:

2. A description of your efforts in the industries and occupations you intend to reach;

The fourth element of the first paragraph is deleted and replaced with the following:

4. The specific population(s) of participants you intend to impact, as described in Section III.C.3

The first sentence of the second paragraph is deleted and replaced with the following:

Your project narrative should detail your plan to expand Registered Apprenticeship, pre-apprenticeships leading to RAP enrollment, and/or developing strategies to align or incorporate

Career and Technical Education (CTE) programs and activities carried out through the public workforce system under WIOA with RAPs, in your State.

Element 1.1 of the fourth paragraph is deleted and replaced with the following:

1. The plan must show how funds will build on modernization and expansion efforts. States must take into consideration how they are growing the number of registered apprentices and registered apprenticeship programs in their State, how they can improve/streamline their internal Statewide registered apprenticeship processes (if applicable), how they can better utilize demographic and occupational data for informed decision-making, how they are promoting career progression into higher wages and economic security and mobility, and how the State can leverage technology and resources. Based on that plan and in addition to the required activities, States should select activities from the "Encouraged Activities" list that will further their mission.

Element 1.3 of the fourth paragraph is deleted and replaced with the following:

3. Build Statewide capacity to increase the number and quality of RAPs through stronger workforce system alignment. For the purposes of this FOA, workforce system alignment refers to the alignment of the workforce, education, and the National Apprenticeship System. System alignment should also focus on RAP and/or pre-apprenticeship program efforts in support of implementation and/or targeting in-demand industries and occupations.

The third element of the fourth paragraph is deleted and replaced with the following:

3. Utilize funding to support drafting of policies, procedures, and/or State regulations to streamline the registration process (if applicable) and improve the employer experience when engaging with the Registered Apprenticeship system, which may include policies, procedures, and/or regulations to establish a recognized SAA in states where the apprenticeship system is currently managed by DOL's OA.

The fourth element of the fourth paragraph is deleted and replaced with the following:

4. Create or improve outreach materials and communication strategies for engaging employers, parents, educators, prospective participants, and other critical stakeholders; explaining the benefits of registered apprenticeship; and generating further support across the State.

The first element of the fifth paragraph is deleted and replaced with the following:

1. Develop and implement strategies to deliver consistent support for the creation and ongoing operation of RAPs, such as the use of pay-for-performance contract strategies, incentive funding for employers to support new or expand existing RAPs, and enhanced coordination with the public workforce system to facilitate greater use of WIOA OJT contracts for participants in RAPs.

The second element of the fifth paragraph is deleted and replaced with the following:

2. Build stronger partnerships with the State and local workforce and education system. This can include working with employers to increase their awareness of Registered Apprenticeship opportunities in the State and identify opportunities for them to join existing RAPs and/or start new RAPs; developing policies and procedures to better engage local workforce boards in apprenticeship expansion efforts and connect RAP sponsors and apprentices with the services and funding available through the WIOA system; and developing and promoting competency-

based occupational frameworks and standards for use across the workforce and education system.

The fifth and sixth elements of the fifth paragraph are deleted. Please note that this edit changes the original number cadence as follows:

The seventh element of the fifth paragraph is deleted, renumbered, and replaced with the following fifth element:

5. Build Statewide capacity through staff professional development or by hiring additional staff, including Full-Time Equivalents (FTEs), and contractors and consultants, if necessary, to modernize the system, reduce burden for apprenticeship sponsors and participating employers, and improve the customer experience.

The eighth element of the fifth paragraph is deleted, renumbered, and replaced with the following sixth element:

6. Improve employer engagement to increase RAP adoption for in-demand industries and occupations within the State, such as by establishing or expanding the roles business service representatives or apprenticeship navigators play to promote registered apprenticeship.

The ninth, tenth, and eleventh elements of the fifth paragraph are deleted.

The fourteenth element of the fifth paragraph is deleted, renumbered, and replaced with the following ninth element:

9. Create course curriculum or competency-based assessments that can be used by education providers or apprenticeship sponsors to provide college or transferable education credits to registered apprentices, or to grant advance standing or credit for apprentices in their program.

The fifteenth element of the fifth paragraph is added and renumbered with the following:

10. For States that are not currently federally recognized SAAs, develop the required elements for recognition and basic requirements as described in 29 C.F.R. 29.13 that would allow a State to become a federally recognized SAA.

Appendix D Suggested Performance Outcomes and Outputs Table

The first paragraph is deleted and replaced with the following:

Applicants applying for the Competitive Funding option must submit targets for their grant project measures. Applicants must provide proposed total target numbers for the grant period of performance. Applicants must present their information in a performance measure table that includes outcomes and outputs to be included as an attachment to the Project Narrative. Applicants must also propose one state-determined performance measure related to performance outcomes or program outputs and submit a target for the measure. If applicants select activities that do not directly result in Participant Outcomes or Program Outputs, they must propose targets related to their proposed activities.

The Suggested Performance Outcomes and Outputs Table is deleted and replaced with the following:

SUGGESTED PERFORMANCE OUTCOMES AND OUTPUTS TABLE

SAEF3 Outcomes			
1	<p>Total participants served</p> <p>Total number of all participants served (receiving a direct grant-funded service through this grant).</p> <p>Participants: individuals determined eligible under the FOA who receive a direct grant-funded service, including those who enter pre-apprenticeships and RAPs.</p>	<p>Year 1:</p> <p>Year 2:</p> <p>Year 3:</p>	<p>Total:</p> <p><i>Note: total should equal sum of Year 1-3</i></p>
2	<p>Total participants served and who enter a Registered Apprenticeship Program</p> <p><i>Individuals who only complete a pre- apprenticeship but do not start a RAP are not counted in this outcome.</i></p>	<p>Year 1:</p> <p>Year 2:</p> <p>Year 3:</p>	<p>Total:</p>
3	Total participants who complete a Registered Apprenticeship Program	<p>Year 1:</p> <p>Year 2:</p> <p>Year 3:</p>	<p>Total:</p>
4	Total number of participants who enroll in a pre- apprenticeship (as applicable)	<p>Year 1:</p> <p>Year 2:</p> <p>Year 3:</p>	<p>Total:</p>
5	Total number of participants who complete a pre- apprenticeship (as applicable)	<p>Year 1:</p> <p>Year 2:</p> <p>Year 3:</p>	<p>Total:</p>
6	Total number of individuals enrolled (Reportable Individuals as defined in Section III.C.3) in a RAP that was developed using SAEF3 grant funds (as applicable)	<p>Year 1:</p> <p>Year</p>	<p>Total:</p>

		2: Year 3:	
7	Total number of individuals enrolled in a pre- apprenticeship that was developed using SAEF3 grant funds (as applicable)	Year 1: Year 2: Year 3:	Total:
8	State-determined performance measure related to their proposed activities regarding participant outcomes (as applicable)	Year 1: Year 2: Year 3:	Total:

B. SAEF3 Outputs			
1	Total RAPs created as a result of SAEF3 grant funding	Year 1: Year 2: Year 3:	Total:
2	Total RAPs expanded as a result of SAEF3 grant funding	Year 1: Year 2: Year 3:	Total:
3	Total pre-apprenticeship programs created as a result of SAEF3 grant funding (as applicable)	Year 1: Year 2: Year 3:	Total:

4	Total pre-apprenticeship programs expanded as a result of SAEF3 grant funding (as applicable)	Year 1: Year 2: Year 3:	Total:
5	State-determined performance measure related to their proposed activities regarding program outputs (as applicable)	Year 1: Year 2: Year 3:	Total:

FOR FURTHER INFORMATION, PLEASE EMAIL: SAEF3_FOA-ETA-25-31@dol.gov.

Signed March 5, 2025, in Washington, D.C. by:

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