

U.S. DEPARTMENT OF LABOR
Employment and Training Administration

**NOTICE OF AVAILABILITY OF FUNDS AND FUNDING OPPORTUNITY
ANNOUNCEMENT FOR:** Program Year 26 Workforce Innovation and Opportunity Act
(WIOA), Indian and Native American Programs – Employment and Training Grants

ANNOUNCEMENT TYPE: Initial

FUNDING OPPORTUNITY NUMBER: FOA-ETA-26-20

ASSISTANCE LISTING NUMBER: 17.265

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

FUNDING DETAIL:

Expected Total Available Funding	\$76,000,000
Expected Number of Awards	163
Funding Range Per Award	\$18,024 – \$5,998,062

Awards made under this Announcement are subject to the availability of federal funds. In the event 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	May 22, 2026. We must receive applications no later than 11:59 pm Eastern Time.
Expected Period of Performance Start Date	July 1, 2026
Period of Performance Length	36 months

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I. EXECUTIVE SUMMARY

The Employment and Training Administration (ETA), U.S. Department of Labor (DOL, or the Department, or we), announces the availability of grant funds for the Indian and Native American Program (INAP) Employment and Training Grants.

INAP supports employment and training activities for Indian and Native Americans throughout the United States by awarding grant funding to eligible entities at the local level for the provision of employment services. Grant award recipients may use funding to help all eligible Indian and Native Americans (INA), including Alaska Natives and Native Hawaiians, with employment, financial assistance for education and training, and other supportive services necessary to achieve economic self-sufficiency. Grantees determine how these services are provided, consistent with the principles of the Indian Self-Determination and Education Assistance Act (25 U.S.C. 450). Similarly, consistent with Workforce Innovation and Opportunity Act (WIOA) Section 166(a)(2), DOL will administer this program consistent with those same principles and the government-to-government relationship between the Federal Government and Indian tribal governments.

Per the requirements outlined in WIOA Section 166 and implementing regulations found at 20 CFR Part 684, the Department must hold this INAP grant competition every four years. Recipients receiving an award as a result of this competition in Program Year 2026 will also receive one grant award annually for three subsequent program years, based on annual Departmental requirements and subject to appropriated funding. Current recipients of the INAP Employment and Training Grants that received an award and subsequent annual allotments under the last competition in 2022 (FOA-ETA-22-05) must apply under this Funding Opportunity Announcement (FOA) if they wish to receive additional funding.

For further information or technical questions about this FOA, please email INAP.OGM@dol.gov, and specifically reference FON. This Announcement is available on the ETA website at <https://www.dol.gov/agencies/eta/grants> and at <https://www.grants.gov>.

II. ELIGIBILITY

A. Eligible Applicants

1. The following organizations are eligible to apply:

- Native American tribal governments (Federally recognized)
- Native American tribal organizations (other than federally recognized tribal governments)

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

To be eligible as a Native American tribal organization, an applicant must meet the criteria as defined in 25 U.S.C 5304(l):

- The recognized governing body of any Indian tribe; any legally established organization of Indians which is controlled, sanctioned, or chartered by such governing body or which is democratically elected by the adult members of the Indian community to be served by such organization and which includes the maximum participation of Indians in all phases of its activities: Provided, that in any case where a contract is let or grant made to an organization to perform services benefiting more than one Indian tribe, the approval of each such Indian tribe shall be a prerequisite to the letting or making of such contract or grant.

Eligible Nonprofits with 501(c)(3) status with the IRS are limited to the following organizations: Faith-based organizations are encouraged to apply, as are all 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.

Current recipients of the INAP Employment and Training Grants that received an award and subsequent annual allotments under the last competition in 2022 (FOA-ETA-22-05) must apply under this FOA if they wish to receive additional funding. The list of current recipients, along with their Program Year 2025 funding allocations, may be found at: [Program Year 2025 Funding Allotments and Application Instructions for the WIOA Section 166 Indian and Native American Programs Grantees](#).

In accordance with 20 CFR 684.200(b):

A **new entity** (*not* an incumbent grantee) must have a population within the designated geographic service area which would receive at least \$100,000 under the funding formula found at § 684.270(b), including any amounts received for supplemental youth services under the funding formula at §684.440(a). The Grant Officer may consider applications that do not initially meet the \$100,000 funding threshold if the Grant Officer offers – and the applicant accepts – additional geographic areas to its application to meet the \$100,000 threshold.

And in accordance with 20 CFR 684.200(c) and (d):

Incumbent grantees that do not meet the dollar threshold under the funding formula and were receiving INA funding of less than \$100,000 as of October 18, 2016, will be grandfathered into the program and are eligible to be awarded less than \$100,000, provided the grantees have continuously received less than \$100,000 since October 18, 2016, and submit an application in accordance with Section IV of this FOA.

The Department will make an exception to the \$100,000 minimum for applicants that apply for WIOA funding through Public Law 102-477, as amended by Public Law 115-93, the Indian,

Employment, Training and Related Services Consolidation Act of 2017, if all resources to be consolidated under the Public Law 102-477 plan total at least \$100,000, with at least \$20,000 derived from Section 166 funds. **Incumbent Public Law 102-477 grantees** that were receiving INA funding of less than \$20,000 as of October 18, 2016, will be grandfathered into the program and are eligible to be awarded less than \$20,000 provided the grantees have continuously received less than \$20,000 since October 18, 2016.

2. Number of Applications Applicants May Submit

An applicant may submit only one application for the Comprehensive Services Program (CSP) and only one application for the Supplemental Youth Services Program (SYSP). Adult CSP applications must be submitted under Grants.gov posting FOA-ETA-26-20-IA and Youth SYSP applications must be submitted under Grants.gov posting FOA-ETA-26-20-IY. If an organization submits multiple applications for either CSP or SYSP, 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

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

The CSP and SYSP do 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, we consider 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

Per the requirements outlined in Section 166 of WIOA and implementing regulations found at 20 CFR Part 684, the Department must hold a competition for the INAP Employment and Training Grants every four years. Recipients awarded as a result of this competition in PY 2026 will also receive a grant award annually for three subsequent program years, based on annual Departmental requirements, the availability of Federal funds, and satisfactory progress toward achieving the goals and objective of the program. Each award in PYs 2026, 2027, 2028, and 2029 will have a separate grant number and a 36-month period of performance. The anticipated start date for each of the four program year allotments is July 1 of that program year; however, all awarded supplemental youth funds will be effective April 1 preceding the start of that program year. The period of performance includes all necessary implementation and start-up activities.

III. PROGRAM DESCRIPTION

A. Purpose

The purpose of the INA program is to support employment and training activities for Indian, Alaska Native, and Native Hawaiian individuals by providing opportunities to develop academic, occupational, and literacy skills to make them more competitive in the workforce and equip them with entrepreneurial skills needed for successful self-employment while promoting economic and social development of INA communities in accordance with the goals and values of such

communities. The Department also issues Supplemental Youth Service grants for the purpose of supporting summer and year-round employment and training activities to American Indian, Alaska Native, and Native Hawaiian youth, ages 14 to 24, that reside on or near a reservation and in Oklahoma, Alaska, and Hawaii. Program resources are targeted to both at-risk and highest-need youth who face substantial barriers to education and employment success. This population includes youth in high school, youth who left high school without a diploma, and youth who are basic-skills deficient.

B. Program Goals and Objectives

Consistent with the Trump Administration's [America's Talent Strategy](#), which serves as the blueprint to prepare American workers for high-wage careers, the goals of this FOA will be to provide demand-driven training opportunities to Indian, Alaska Native, and Native Hawaiian individuals that enhances their economic mobility. Tribal entities will promote employment and career mobility through multiple avenues, including work-based learning, short-term credentials, stackable training opportunities, pre-apprenticeships and Registered Apprenticeships, and pathways that recognize prior experience and demonstrated ability. ETA also encourages Tribal entities to promote employment and career mobility by integrating learning and employment records (LERs) with AI-enabled learner wallets to transform support and employment services into personalized, skills-based pathways to postsecondary success and job placement. Tribal entities could expand access to talent marketplaces composed of credential registries (e.g., publishing education and training programs in structured, open, linked and interoperable data formats), skills based job description generators, LERs that connect students, employers and education providers through a common currency of skills.

ETA encourages Tribes and tribal organizations to expand the use of their WIOA waiver authority and the 477 program to consolidate funding resources to create streamlined services and pathways for individuals seeking employment opportunities and employers seeking skilled workers. Additionally, ETA encourages Tribes (especially those that chose not to pursue integration through the 477 program) and tribal organizations to consider requesting waivers of statutory or regulatory requirements that impede the effective delivery of services to advance the goals and values communities. WIOA Section 166(i)(3) permits waivers of any statutory or regulatory requirement of Title I of WIOA that are inconsistent with the specific needs of the INAP grantee (except for the exclusions listed in § 684.920).

C. Expected Performance Outcomes

The Workforce Innovation and Opportunity Act (WIOA) requires Indian and Native American (INA) Programs to submit programmatic performance data to the Department of Labor on a quarterly basis through the ETA-9173 (OMB Control Number 1205-0521) reporting template. All grantees will report employment outcomes for individual participants of the program.

The WIOA Performance Indicators are:

- ERQ2 - Employment Rate in the 2nd Quarter After Exit
- ERQ4 - Employment Rate in the 4th Quarter After Exit
- MEQ2 - Median Earnings in the 2nd Quarter After Exit
- CRED - Credential Attainment Rate (training participants who attained a credential during participation or within 1 year after exit)

- MSG - Measurable Skills Gains Rate (training participants who gained a measurable skill during the Program Year)
- ESE - Effectiveness in Serving Employers: Retention with the Same Employer (unsubsidized employment participants who were employed by the same employer in the second and fourth quarters after exit).

Grantees use the Grantee Performance Reporting System to track services to participants and to facilitate the calculation of performance measures. [Training and Employment Guidance Letter 4-19](#) describes ways grantees can request waivers to use additional or alternative performance measures, or to request any other kind of waiver.

D. Funding Type

Funding will be provided in the form of a Grant.

We expect availability of approximately \$76,000,000 to fund approximately 163 grants. Awards made under the Announcement are subject to the availability of federal funds. In the event that additional funds become available, we reserve the right to use such funds to select additional grantees from applications submitted in response to this Announcement.

We anticipate approximately \$62,000,000 of the \$76,000,000 to be for CSP activities serving adult participants. The remaining \$14,000,000 will be for SYSP activities, awarded to successful applicants receiving CSP funding who will also serve Indian, Alaska Native, and Native Hawaiian low-income youth living on or near Indian reservations and in Oklahoma, Alaska, and Hawaii.

Grant awards are based on a successful applicant's proposed geographic service area, using a nationwide formula provided in the WIOA implementing regulations at 20 CFR 684.270 and 684.440. Applicants must provide details of their proposed geographic service area as instructed in this FOA in Section IV.E.1.b., submitting both a separate attachment for this information, as well as noting the information on the SF-424 (Application for Federal Assistance) in block 14 (Areas Affected by Project).

Recipients that receive a grant award in Program Year (PY) 2026 will also receive one grant award annually for three subsequent program years, based on annual Departmental requirements and subject to the annual appropriation of funding. Prior to issuance, and annually thereafter, awards will be subject to review by one or more DOL senior officials, or their designees, according to the process described in Executive Order 14332, "Improving Oversight of Federal Grantmaking."

Applications submitted under this FOA must request amounts commensurate with one-year worth of grant funding only. To better understand how geographic areas relate to funding, applicants can compare the funding allotments provided to recipients in PY 2025 [Program Year 2025 Funding Allotments and Application Instructions for the WIOA Section 166 Indian and Native American Programs Grantees](#) with the grantees' geographic service areas located at: [2000 and 2014-2018 ACS Adult Side by Side Comparison.pdf](#). For example, under the "Previous and Current U.S. Bureau Data Adult Side by Side Comparison" link, the Inter-Tribal Council of Alabama serves 63 counties in Alabama, in which a collective total of 786 unemployed and

3,244 low-income Indians, Alaska Natives, and Native Hawaiians reside. For this geographic service area, the Inter-Tribal Council of Alabama received \$290,444 in PY 2025 adult funding.

The INA program currently funds 163 grants with funding amounts ranging from \$18,024 to \$5,998,062 for the CSP and \$2,327 to \$2,808,366 for the SYSP. The formula used to determine funding amounts is based on the following: 1) the number of Indians, Alaska Natives, and Native Hawaiians who are unemployed in the geographic service area, compared to all such persons in the United States; and 2) the number of Indians, Alaska Natives, and Native Hawaiians living in poverty in the service area, compared to all such persons in the United States. Applicants that are awarded a CSP grant and have reservation areas as a part of their geographic service area will also receive supplemental youth funds to serve low-income Native American youth, ages 14-24, residing on or near the reservation. Applicants that include reservation areas in their application should submit a separate application package for youth funds, as described later in this FOA.

E. Eligible Participants

Participant eligibility for services provided through this program is described in the WIOA Final Rule at 20 CFR 684.300. An individual is eligible to participate and receive services under this grant if the individual is:

1. an Indian, as determined by a policy of the INAP grantee. The grantee's definition must at least include anyone who is a member of a Federally recognized tribe; or
2. an Alaska Native, as defined in WIOA Section 166(b)(1); or
3. a Native Hawaiian, as defined in WIOA Section 166(b)(3).

The individual must also be any one of the following:

1. unemployed;
2. underemployed, as defined in 20 CFR 684.130;
3. a low-income individual, as defined in Section 3(36) of WIOA;
4. the recipient of a bona fide layoff notice which has taken effect in the last six months or will take effect in the following six-month period, who is unlikely to return to a previous industry or occupation, and who is in need of retraining for either employment with another employer or for job retention with the current employer; or
5. an individual who is employed but is determined by the grantee to be in need of employment and training services to obtain or retain employment that allows for self-sufficiency.

If applicable, male applicants must also register or be registered for the Selective Service.

Veterans' Priority for Participants

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

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

F. Program Authority

The Pub. L. 113-128 Workforce Innovation and Opportunity Act, Section 166 authorizes this program.

G. Definitions

- **Alaska Native-Controlled Organization:** An organization whose governing board is comprised of 51 percent or more of individuals who are Alaska Native as defined in secs. 3(b) and 3(r) of the Alaska Native Claims Settlement Act (43 U.S.C. 1602(b),(r)).
- **Incumbent grantee:** An entity that is currently receiving a grant under WIOA Section 166.
- **Indian and Native American or INA:** For the purposes of this grant, an individual that is an American Indian, Native American, Native Hawaiian, or Alaska Native.
- **Indian-Controlled Organization:** An organization whose governing board is comprised of 51 percent or more individuals who are members of one of more Federally recognized tribes. Incumbent grantees who were receiving INA funding as of October 18, 2016 and met the 51 percent threshold with the inclusion of members of “State recognized tribes” continue to be eligible for WIOA Section 166 funds as an Indian-Controlled Organization, as long as they have been continuously funded under WIOA as recipients of INA program grantees since October 18, 2016. Tribal Colleges and Universities meet the definition of Indian-Controlled Organization for the purposes of this regulation.
- **Native Hawaiian-Controlled Organization:** An organization whose governing board is comprised of 51 percent or more individuals who are Native Hawaiian as defined in Section 7207 of the Native Hawaiian Education Act (20 U.S.C. 7517).
- **Tribal organization:** The recognized governing body of any Indian tribe; any legally established organization of Indians which is controlled, sanctioned, or chartered by such governing body or which is democratically elected by the adult members of the Indian community to be served by such organization and which includes the maximum participation of Indians in all phases of its activities: *Provided*, That in any case where a contract is let or grant made to an organization to perform services benefiting more than one Indian tribe, the approval of each such Indian tribe shall be a prerequisite to the letting or making of such contract or grant (25 U.S.C. 5304 Definitions).
- **Unemployed workers:** People who are without a job and who want and are available to work.
- **Underemployed workers:** People who are working part-time but desire full-time employment, or who are not currently employed in a job commensurate with the person’s level of education, skills, or wage and/or salary earned previously. This includes people who have obtained only episodic, short-term, or part-time employment.

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

H. Funding Restrictions, Policies and Limitations

All proposed project costs must be necessary and reasonable and in accordance with federal guidelines. Determinations of allowable costs will be made in accordance with the Cost

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

Indirect Costs

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

Option 1: You may use a Negotiated Indirect Cost Rate Agreement (NICRA) or Cost Allocation Plan (CAP) supplied by the Cognizant Agency. If you do not have a NICRA/CAP or have a pending NICRA/CAP, and in either case choose to include estimated indirect costs in your budget, at the time of award the Grant Officer will release funds in the amount of 15 percent of modified total direct costs (MTDC) 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.D.2.c. 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 200.414(f) in the Cost Principles, may elect to charge a de minimis rate of 15 percent of MTDC (see 2 CFR 200.1 for definition), which may be used indefinitely. If chosen, this methodology once elected must be used consistently for all Federal awards until such time as the non-Federal entity chooses to negotiate for a rate, which the non-Federal entity may apply to do at any time. (See 2 CFR 200.414(f) for more information on use of the de minimis rate.)

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

Administrative Cost Limitation

Administrative costs under this award follow the definitions in the WIOA Final Rule at 20 CFR 683.205(b) and 20 CFR 683.215. There is a 15 percent limitation on a grant's total administrative costs each program year. Applicants may request an increase of this administrative cost rate; however, it may not be greater than 20 percent of the total grant award.

Recipients seeking to charge administrative costs in excess of 15 percent of the total grant award must make this request in the 4-Year Strategic Plan by providing written justification explaining the conditions requiring administrative costs in excess of 15 percent. Compliance with the administrative costs limit is monitored throughout the grant period. Any amounts exceeding this limitation at closeout will be disallowed and subject to debt collection. Approval to exceed the administrative cost limit does not carry over from program year to program year, therefore, recipients must request an administrative cost rate increase in each subsequent award year.

Under [20 CFR 683.215](#), administrative costs include both personnel and non-personnel costs, as well as direct and indirect costs, in carrying out activities under Title I of WIOA that are not related to the direct provision of workforce investment services (including services to participants and employers). Administrative costs do not need to be identified separately from program costs on the SF-424A Budget Information Form, but they must be tracked through the recipient's accounting system. To claim any administrative costs that are also indirect costs, the applicant must get an Indirect Cost Rate Agreement from its federal Cognizant Agency or be eligible to use the 15 percent de minimis rate (see the [2026 Application Guide](#), Section III.H Funding Restrictions, Policies and Limitations). For WIOA grants, all costs charged as a result of the de minimis rate will be counted towards the administrative cost limitation specified above.

Evaluation and Data-Related Costs

Labor and other costs related to data and evaluation are allowable, as defined in 2 CFR Part 200.455. Data and evaluation activities may include staff participating in interviews, focus groups, and surveys; staff working to execute data sharing agreements; staff preparing datasets required for an evaluation; staff participating in evaluation meetings; and other costs related to DOL's evaluations and data-related activities.

Salary and Bonus Limitations

By law, no "Employment and Training Administration" appropriated funds may be used by a recipient or subrecipient of such funds to pay the salary and bonuses of an individual, either as direct costs or indirect costs, at a rate in excess of Executive Level II. The Executive Level II salary may change yearly and is located on the [OPM.gov website](#). This limitation does not apply to contractors (vendors) providing goods and services as defined in 2 CFR 200.331. See TEGL [10-24](#) for additional information.

Use of Grant Funds for Participant Wages

Please see 20 CFR 684.340 for the policies that govern payments to participants.

I. Required Partnerships

Memorandum of Understanding (MOU) with Local Workforce Development Boards (LWDBs)

20 CFR 684.330 requires grant recipients to execute an MOU with LWDBs regarding partner program services in relevant American Job Centers and the operation of American Job Centers in the local area. Grantees will describe partnerships with LWDBs in the application, see Section IV.C.3.

Grantees may develop additional partnerships, including with employers, training providers, schools, community organizations, and others. Grantees will describe these partnerships in the application, see Section IV.C.2.

IV. APPLICATION CONTENT AND FORMAT

Applications submitted in response to this FOA must consist of four separate and distinct parts for the Comprehensive Services Program (CSP) funding, which must be submitted via Grants.gov under announcement FOA-ETA-26-20-IA:

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

2. Project Budget, composed of the SF-424A and Budget Narrative;
3. Project Narrative (4-Year Strategic Plan); and
4. Attachments to the 4-Year Strategic Plan

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. Documents received separately will be tracked separately and will not be attached to your application for review.

For applicants who are eligible to receive SYSP funding (those whose geographic service areas include Indian Reservations, Alaska Native Villages, Alaska Native Regional Corporations (ANRCs), Oklahoma Tribal Statistical Areas (OTSAs), or the State of Hawaii):

In addition to submitting the application package noted above for CSP funding, applicants seeking SYSP funding must submit a second and separate application package in Grants.gov under announcement number FOA-ETA-26-20-IY. This is an identical funding opportunity announcement with a different number, which allows for the separate collection of SYSP applications. This application is not scored, as the youth funding request is contingent upon the applicant successfully applying for the adult funding. For the youth request to be considered, however, it must include the following components:

1. SF-424, “Application for Federal Assistance” (Field 12 must include the text “INAP Youth FY 2026”);
2. Project Budget, composed of the SF-424A and Budget Narrative; and
3. SYS Narrative (requirements are outlined in Section IV.D).

Instructions for completing the application components for both the CSP and SYSP application packages are below.

A. SF-424, Application for Federal Assistance

You must complete the SF-424, *Application for Federal Assistance* for both the CSP and SYSP application package.

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. You do not need to submit the SF-424B with the application.

NOTE: Entities funded under Public Law 102-477 only need to submit one SF-424 “Application for Federal Assistance” for each respective adult and youth program. No additional documents are required in their application submission.

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

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

You must complete the SF-424A Budget Information Form and a Budget Narrative for both the Adult CSP and Youth SYSP application package.

The Budget and Budget Narrative do not count against the page limit requirements for the Project Narrative. For applicants eligible to receive the SYSP grant, you must submit a separate SF-424A Budget Information Form and Budget Narrative as part of your application package for youth funding.

The Budget Narrative must use an average cost-per-participant at or under \$6,500 to determine the minimum number of individuals to be served under the grant. This is not a limit on the services any one participant can receive; it is how DOL will evaluate whether the total cost of a grant is appropriate for the number of individuals served per program year.

In addition to describing the costs associated with each line item on the SF-424A, the applicant must include in the Budget Narrative a brief explanation of the projected cost per participant, demonstrating it is at or under \$6,500. Cost per participant equals the total funds request divided by the projected number of participants the applicant expects to serve.

This FOA solicits applications for four years of funding. However, the SF-424, SF-424A, and Budget Narratives, for both the adult and youth application packages, must only include the Federal grant amounts for Year One. The description of costs provided for each SF-424A category must also reflect the total project costs for Year One of the grant.

Request for Administrative Cost Rate above 15 percent: As mentioned above in section H of this FOA, Administrative costs under this award follow the definitions in the WIOA Final Rule at 20 CFR 683.205 (b) and 20 CFR 683.215. The administrative cost rate is limited to 15 percent of the total grant award. Applicants may request an increase (not to exceed 20 percent) by providing brief written justification explaining the percentage of grant funds that the applicant requires for covering all its necessary administrative costs and the conditions projected to exist during the program year which will contribute to administrative costs in excess of 15 percent. This brief justification must be included in the Budget Narrative.

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

C. Project Narrative (4-Year Strategic Plan)

WIOA Section 166(e) requires that organizations submit a 4-Year Strategic Plan to receive a grant. Applicant's response to the requirements in this FOA will constitute the 4-Year Strategic Plan. The 4-Year Strategic Plan must demonstrate your capability to implement the grant project in accordance with the provisions of this Announcement and provide a comprehensive framework and description of all aspects of the proposed project. It must be succinct, self-explanatory, and well-organized. As appropriate, applicants should see Section [IX](#), *Resources*, to find research that could provide evidence of a sound approach. For instance, Section IX.E. *DOL's Clearinghouse for Evaluation and Research (CLEAR)* and Section IX.F. *Data and Other Evidence Resources*, links to public use datasets and research publication databases.

The 4-Year Strategic Plan is limited to 20 double-spaced single-sided 8.5 x 11-inch pages with Times New Roman 12-point text font and 1-inch margins. Each page should be numbered

beginning with page number 1. 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).

The following instructions provide the information needed to complete the 4-Year Strategic Plan. Carefully read and consider each section and include all the required information in your 4-Year Strategic Plan. You must use the same section headers identified below for each section of the 4-Year Strategic Plan. The agency will evaluate the 4-Year Strategic Plan using the evaluation criteria identified in Section [VI.B](#).

The 4-Year Strategic Plan must be uploaded as the mandatory Project Narrative Form in Grants.gov.

1. Proposed Service Area and Service Strategy to Address Employment Needs of Population (Up to 28 Points)

- i. Identify the proposed service area for the grant project and explain in detail the applicant's overarching strategy to effectively help unemployed and low-income Indian and Native Americans to become economically self-sufficient. Strategies may include career pathways or other strategies that are customized to the unique needs of the target population in the proposed geographic service area. The Department encourages strategies that offer pre-apprenticeship or Registered Apprenticeship opportunities, as appropriate. (Up to 12 Points)
- ii. Clearly and accurately describe the labor market in the applicant's service area (e.g. largest employers in the area and types of employers). (Up to 4 Points)
- iii. Demonstrate the strength and effectiveness of the proposed employment and training services in addressing the labor market needs (e.g., how the education and training you plan to provide relate to the skills required by employers in your service area). (Up to 4 Points)
- iv. Identify challenges to employment in the service area (e.g. geographic remoteness, high poverty, etc.) and provide an explanation of how the grant funds will be used to overcome identified challenges and support improved service delivery strategies, including through integration with other programs in the community, as appropriate. (Up to 4 Points)
- v. Provide the number of participants projected to be served each year, along with the targeted population in the proposed geographic service area. Applicants may use this section to describe where services are targeted, e.g. eligible individuals residing within the exterior boundaries of a particular reservation, or within particular counties included in their service areas. Explain the education and employment needs of the target population. Provide details on the planned activities to engage the community to facilitate effective recruitment. Additionally, if a service priority system has been established due to limited resources, describe the priority system. (Up to 4 Points)

2. Project Design (Up to 18 Points)

- i. Provide a plan of action that describes the scope and detail of how the grant project will accomplish the proposed goals for employment and training services and include timelines for completion of work. (Up to 4 Points)

- ii. Describe the employment and training services prioritized for participants, which can include the services at 20 CFR 678.430, 680.200, and services relating to pre-apprenticeship and Registered Apprenticeship programs, as well as any other services the applicant will provide. (Up to 4 Points)
- iii. Describe approaches for outreach to the targeted population in the proposed geographic service area. Explain how these approaches will ensure that potential participants are made aware of services, informed of how to access services, and will result in a robust level of services. (Up to 4 points)
- iv. Describe the services the applicant will provide to employers to address their needs. This may include identifying a qualified applicant pool, skills gaps, worker shortages, high turnover, soft skills training, etc., and developing employer-led training strategies, such as on-the-job training or Registered Apprenticeship programs. (Up to 4 Points)
- v. Describe partnerships with non-profits, local public schools, community colleges, vocational technical schools, Tribal schools or other Tribal departments, etc., and how they will help to address the socio-economic needs of program participants and the local community such as education, housing, childcare, and community safety. (Up to 2 Points)

3. Workforce System Relationships (Up to 8 points)

The applicant must fully describe its current relationship with the Workforce System (i.e. Local Workforce Development Boards (LWDBs) or State Workforce Development Boards (SWDBs) where SWDBs serves as the local WDB for the entire state).

- i. Applicants who are existing grantees must list the LWDBs in their geographic service area and identify those with which you have a Memorandum of Understanding (MOU). If no such MOU exists with a LWDB or SWDB in your area, provide the extent to which you have made a good faith effort to enter into an MOU with the LWDB/SWDB. If you have an MOU with some LWDBs but not others, please provide an explanation. Also include any explanation of any disagreements, differences, or other issues that currently exist between the applicant and the LWDBs or SWDBs, and the steps taken to resolve them. Include notable areas of cooperation or progress. (Up to 6 points)
- ii. **Alternatively**, new applicants or existing grantees that do not have an existing MOU with an LWDB/SWDB must demonstrate the extent to which they are knowledgeable of the public workforce system and any formal or informal working relationships they have with the public workforce system. This may include information about any partnerships or working relationships with community colleges and other higher educational institutions that provide training and workforce development programs and services. Applicants must describe the services they provide through the American Job Centers (AJCs) (also known as one-stop centers), if any, and whether they are co-located with or have staff located in an AJC. (Up to 2 points)

4. Organizational, Administrative, and Fiscal Capacity (Up to 20 Points)

- i. Describe fully 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 other federal grants the organization may have. Provide information on your governing board, including the required number of members according to Bylaws and/or tribal constitution, how many members are currently on the board, and how often board members meet and the length of their terms. (Up to 8 Points)
- ii. Describe the internal controls that the applicant has in place to safeguard federal funds such as segregation of duties, conducting an annual independent audit, providing financial reports to members of the board, etc. (Up to 8 Points)
- iii. Describe the information technology (IT) capabilities that currently exist within the organization to collect performance data required by this grant. For example, does the organization have an IT department or does it have a contract with an outside vendor? How old are the computer systems that will be used to manage this grant, if they are outdated (over 5 years old) are there plans to upgrade them? (Up to 4 Points)

5. Past Performance – Programmatic Capability (up to 18 Points)

Applicants will receive points based on past performance data as related to WIOA Section 166 performance indicators. There are different instructions for Category A and Category B applicants. Applicants must use the information below to determine which instructions are applicable to their organization and submit Participant Enrollment and Past Performance Charts as an attachment to the Project Narrative to receive points. Applicants that do not provide the applicable past performance information will receive zero points for this section.



i. Category A Applicant: Incumbent WIOA Section 166 grantee applicants (up to 14 points)

Applicants will receive points based on the rolling four quarters of performance data reflected in the program year 2024 Quarterly Performance Report for quarter ending June 30, 2025. The applicant must provide the performance charts below as attachments to the Project Narrative.

- a. **Participant Enrollment (up to 6 points):** Applicant will use grantee’s established goals and actual outcomes for participant enrollment levels based on the rolling four quarters of performance data reflected in the program year 2024 Quarterly Performance Report for quarter ending June 30, 2025. See the Figure 1 Category A Applicant Participant Enrollment chart example.

For Category A applicants, the Department will score past performance on participant enrollment:

- Adult Participant Enrollment Rate
- Youth Participant Enrollment Rate

Applicants will receive points for their participant enrollment rate, as follows:

- Applicants that met at least 100 percent of the participant enrollment goal but not less than 90 percent for their most recent complete program year will receive 6 points.
- Applicants that met at least 90 percent of the participant enrollment goal but not less than 80 percent will receive 4 points.
- Applicants that met at least 80 percent of the participant enrollment goal but not less than 70 percent will receive 2 points.
- Applicants that met less than 70 percent of the participant enrollment goal will receive 0 points.

Figure 1: Category A Applicant Participant Enrollment				
Enrollment	Goal	Outcome	Outcome/Goal (Fraction)	Rate of Goal Achievement (Percentage)
CSP Adult (example)	65	52	52/65	80%
SYSP Youth (example)	35	40	40/35	114%

b. **WIOA Performance Indicators (up to 8 points)** Applicant will use grantees’ CSP established goals and actual outcomes for the performance indicators below based on the rolling four quarters of performance data reflected in the program year 2024 Quarterly Performance Report for quarter ending June 30, 2025. See the Figure 2 Category A Applicant Past Performance Chart example.

- Employment Rate (Q2)
- Median Earnings (Q2)
- Credential attainment
- Employment Rate (Q4)

ETA views the above indicators as the most critical to demonstrating the applicant’s past success.

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

- Applicants that met all four performance goals will receive 8 points.
- Applicants that met three performance goals but did not meet the other performance goals will receive 6 points.
- Applicants that met two performance goals but did not meet the other two performance goals will receive 4 points.
- Applicants that met one performance goal but did not meet the other three performance goals will receive 2 points.

- Applicants that did not meet any of these four performance goals for their most recently completed grant will receive 0 points.

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

Figure 2: Category A Applicant Past Performance				
Performance Indicator	Goal	Outcome	Outcome/Goal (Fraction)	Rate of Goal Achievement (Percentage)
Employment Rate (Q2) (example)	40	38	38/40	95%
Median Earnings (Q2) (example)	\$7,000	\$6,800	\$6800/\$7000	97%
Credential attainment (example)	60	65	65/60	108%
Employment Rate (Q4) (example)	35	32	32/35	91%

c. Funding Expenditures – Carry-Over Funds (Up to 4 Points)

Applicants need to demonstrate that they have the capacity to expend funds on a routine basis, forecasting what’s needed to minimize carry-over. Applicants must provide data on their carry-over from their PY 2024 grant, which ETA will validate. Applicants will receive 4 points if they have expended at least 75% of their PY 2024 grant; 2 points if they have expended at least 50% and 0 points for less than 50% at the end of PY 2024 Year One.

Data for each performance indicator must be displayed as both a fraction and the Rate of Total Grant Expended (percentage). The fraction is the numerator equal to the total of Year-One Expenditures as of June 30, 2025, and the denominator equal to the total PY 2024 Grant Award Amount.

Figure 3: Category A Carry-Over Funds				
Grant Name	PY 2024 Grant Award Amount	<u>Year-One Expenditures (as of June 30, 2025)</u>	<u>Expenditures/PY 2024 Grant Award Amount (Fraction)</u>	Rate of Total Grant Expended (Percentage)
<i>Example</i>	\$150,000	\$87,000	\$87,000/\$150,000	58%

ii. Category B Applicant: Other Qualifying Organizations' Past Performance (up to 14 points)

Category B applicants that have completed a federally and/or non-federally funded grant or assistance agreement similar in size, scope, and relevance to the proposed project must submit Participant Enrollment and Past Performance Charts as an attachment to the Project Narrative, see the Figure 4 example. In addition to the Past Performance Chart instructions, for non-ETA grants, the chart must be signed by the grantor, or a letter must be provided from the grantor verifying the past performance data. The letter must be on the grantor's letterhead and contain contact information for the grantor. The non-ETA grant/assistance agreement must meet the following requirements, or zero points will be given for this section:

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

- a. **Participant Enrollment (up to 6 points):** Category B applicants must submit past performance data for participant enrollment.

For Category B applicants, the Department will score past performance on planned participant enrollment goal and actual outcomes for participant enrollment of target population.

Applicants will receive points for their participant enrollment rate for adult participants and youth applicants, if applicable, as demonstrated in the chart provided (Figure 4).

- Applicants that met at least 100 percent of the participant enrollment goal but not less than 90 percent for their most recently completed grant will receive 6 points.
- Applicants that met at least 90 percent of the participant enrollment goal but not less than 80 percent will receive 4 points.
- Applicants that met at least 80 percent of the participant enrollment goal but not less than 70 percent will receive 2 points.
- Applicants that met less than 70 percent of the participant enrollment goal will receive 0 points.

- b. **Workforce Investment Activities Performance (up to 8 points):** Category B applicants must submit a Past Performance Chart (see the Figure 4 example) from the same completed project that includes the overall objectives of the grant, population served, funding amount and grantor contact information. The performance data must be for a completed grant within the past five years.

Applicants should use three performance indicators most similar to:

- Employment (unsubsidized) in the second quarter after exit
- Median earnings in the second quarter after exit
- Credential attainment
- Retention in employment 1 year after exit

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

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

- Applicants that met all four performance goals will receive 8 points.
- Applicants that met three performance goals but did not meet the other performance goals will receive 6 points.
- Applicants that met two performance goals but did not meet the other two performance goals will receive 4 points.
- Applicants that met one performance goal but did not meet the other three performance goals will receive 2 points.
- Applicants that did not meet any of these four performance goals for their most recently completed grant will receive 0 points.

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

Figure 4: Category B Applicant Participant Enrollment and Performance Information				
Name of Previous Grantor Organization:				
Grantor Contact - Name, Title, E-mail Address, and Telephone Number (non-ETA grants only):				
Grantor Contact Signature (non-ETA grants only):				
Project Grant Number and Title:				
Project Period of Performance Dates (including extensions, if applicable):				
Population Served:				
Participant Enrollment				
Enrollment	Goal	Outcome	Outcome /Goal (Fraction)	Rate of Goal Achievement (Percentage)
Adult (example)	40	38	38/40	95%
Youth, if applicable (example)	30	32	32/30	106%
Past Performance Information				

Performance Indicator	Goal	Outcome	Outcome/Goal (Fraction)	Rate of Goal Achievement (Percentage)
<i>Employment placement (unsubsidized)</i>	60	58	58/60	97%
Median Earnings (Q2) (example)	\$7,000	\$6,800	\$6800/\$7000	97%
<i>Credential/degree attainment</i>	100	105	105/100	105%
<i>Retention in employment 1 year after exit</i>	42	37	37/42	88%

c. Funding Expenditures – Carry-Over Funds (Up to 4 Points)

Applicants need to demonstrate that they have the capacity to expend funds on a routine basis and can forecast what’s needed to minimize carry-over. Category B Applicants must provide data on any carry-over of funding from a project funded with Federal, state or philanthropic funds for program year 2024 (July 1, 2024 – June 30, 2025). Applicants will receive 4 points if they have expended at 75% of those funds; 2 points if they have expended at least 50% and 0 points for less than 50%.

Data for each performance indicator must be displayed as both a fraction and the Rate of Total Grant Expended (percentage). The fraction is the numerator equal to the Total Expenditures at the end of PY 2024, and the denominator equal to the total PY 2024 Grant Award Amount.

Figure 5: Category B Carry-Over Funds

Grant/Project Name	PY 2024 Grant Award Amount	Year-One Expenditures (as of June 30, 2025)	Expenditures/PY 2024 Grant Award Amount (Fraction)	Rate of Total Grant Expended (Percentage)
<i>Example</i>	\$150,000	\$87,000	\$87,000/\$150,000	58%

6. Budget and Budget Narrative (Up to 8 Points)

The Budget and Budget Narrative will be used to evaluate this section. Please see Section [IV.B.](#) for information on the requirements. The Budget and Budget Narrative do not count against the page limit requirements for the Project Narrative. Applicants will receive points for the budget and budget narrative as follows:

- i. The extent to which the proposed expenditures will address all project requirements and reflect proposed activities. The Budget and Budget Narrative must only include requested grant amounts for Year One of the 4-Year Strategic Plan. Applicants must provide a list of positions that will be funded under this grant, the annual salary for

each, and the percentage of their time devoted to the project to achieve project results. (Up to 4 points)

- ii. The extent to which the budget narrative provides a description of costs associated with each line item on the SF-424A, and the projected cost-per-participant. It should also include a complete description of leveraged resources provided (as applicable) to support grant activities. (Up to 4 points)

D. Supplemental Youth Services Program Narrative (0 points)

This is a separate narrative required per 20 CFR 684.420 for applicants requesting SYSP funding in addition to CSP funding. Applicants must submit this brief narrative with their separate application package for youth funding, submitted via Grants.gov under announcement number FOA-ETA-26-20-IY. If you are not applying for youth funding, this narrative is not required.

Applicants should also include the youth narrative as a separate attachment to the adult application, to flag for reviewers that they have applied under the Grants.gov youth posting (FOA-ETA-26-20-IY).

The youth narrative will not be scored, as youth funding is contingent upon a successful application for adult funding. It does not count against the page limit requirements for the 4-Year Strategic Plan. The youth narrative must address the following:

1. Youth Participants Served: Identify the number of youth to be served, explain strategies for recruiting and retaining the most-in-need and/or at-risk youth, and identify projected performance outcomes.
2. Array of Services: Describe the services to be provided to address identified needs (e.g. services to reduce dropout rates or improve access to post-secondary education and employment opportunities, including entry into pre-apprenticeship programs or a Registered Apprenticeship).
3. Partnering with Education Providers: Describe planned collaborations with educational providers to academically prepare students to successfully move into post-secondary education.

E. Attachments to the Project Narrative

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

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

1. Required Attachments

a. Abstract

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

- Applicant's name
- Project title
- Funding level requested
- Geographic area to be served
- Purpose of the project
- Population being served/intended beneficiaries
- Activities to be performed
- Estimated number of participants to be served
- Total cost per participant
- Estimated number of participants employed in the second quarter after exit
- Expected outcomes of the project
- Subrecipient activities, if applicable

When estimating the number of participants to be served, the average cost per participant must not exceed \$6,500. Cost per participant is calculated by dividing the amount indicated on item 18.g. of the SF-424 by the estimated number of participants.

b. List of Counties (and Indian Reservations, if applicable) the Applicant Will Serve

Applicants must provide their proposed geographic service area in a separate attachment to the application. Omission of this attachment will not result in the disqualification of the application but may delay the awarding process. The information is critical because award amounts are determined by the number of unemployed and low-income American Indians, Alaska Natives, and Native Hawaiians living in a geographic service area relative to all such individuals living in the United States (see 20 CFR 684.270).

Supplemental youth funding is based on the number of American Indian, Alaska Native, and Native Hawaiian youth between the ages of 14 and 24 living in poverty on or near an Indian reservation, Rancheria, Oklahoma Tribal Statistical Area (OTSA), Alaska Native Village Statistical Area (ANVSA) and the state of Hawaii (see 20 CFR 684.400 and 684.440). Applicants must do the following:

- If applicant is serving an entire state, list the ENTIRE STATE in the attachment. No further details are required.
- If applicant is serving a portion of a state, applicants must provide the comprehensive list of counties, Indian reservations, Rancherias, OTSAs, and/or ANVSAs that compromise the proposed service area.
- If applicant is an incumbent (current) grantee that is applying for your current/existing service area only, the attachment must only say “INCUMBENT

GRANTEE PROPOSING TO SERVE EXISTING AREA.” Do not provide a detailed listing, to avoid making the mistake of leaving out a service area (county or reservation) that you currently serve or adding a service area that will wrongly put you in competition with another applicant or existing grantee).

The information provided in this attachment must match the information provided in the SF-424 (Application for Federal Assistance) in block 14 (Areas Affected by the Project).

2. Requested Attachments

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

a. Past Performance Documentation

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

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

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

b. Negotiated 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. Documentation Regarding a Memorandum of Understanding (MOU) with Local Workforce Development Boards (LWDBs)

Applicants must provide documentation of MOUs with LWDBs in their geographic area or State Workforce Development Boards (SWDBs) in single-area states. Applicants that have several MOUs with several different LWDBs only need to submit an MOU with the LWDB service area where the largest number of Native Americans will receive services. If a good faith effort was made to enter into an MOU with the LWDB but is either still ongoing or was unsuccessful, you must provide documentation or explain such efforts. New applicants that have not had an opportunity to develop MOUs with LWDBs are not required to submit an MOU; however, they must describe how they plan to work with the local one-stops including providing any services through the American Job Center in their 4-Year Strategic Plan. See Section [III.I](#), Required Partnerships.

The MOUs or alternative documentation must be uploaded as an attachment to the application package and labeled “Memorandum of Understanding Document.”

d. Waiver Requests

WIOA Section 166(i)(3) permits waivers of any statutory or regulatory requirement of Title I of WIOA that are inconsistent with the specific needs of the INAP grantee (except for the areas cited in § 684.920). While a waiver may be requested at any time during the 4-year grant award cycle, the Department encourages applicants to request waivers for the performance indicators at the beginning of a 4-year grant award cycle, in the 4-Year Strategic Plan. Approved waivers will apply for the duration of the 4-Year plan. Waivers approved in conjunction with the 4-Year Strategic Plan will be applied against the initial award, as well as for the funding awarded in the three subsequent program years. This attachment does not directly impact scoring of the application, ETA encourages applicants to consider submitting waiver requests when appropriate, to advance the goals of the applicant's proposed project.

Applicants and grantees may ask for waivers of any statutory or regulatory requirement of WIOA title I that is inconsistent with the specific needs of the applicant or grantee, except for requirements described in [20 CFR 684.920](#). Guidance on how to submit a waiver request for the performance indicators or any other statutory or regulatory requirements can be found in [TEGL 4-19](#).

e. 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 (UEI) and be registered in the System for Award Management (SAM).

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

C. Submission Instructions

Applicants must electronically submit their application through Grants.gov by 11:59 p.m. Eastern Time on **May 22, 2026**. We will not review applications received after 11:59 p.m. Eastern Time on the closing date. We will not accept applications sent by hardcopy (mail or hand delivery), e-mail, telegram, or facsimile (FAX).

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

D. Intergovernmental Review

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

E. Other Submission Requirements

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

VI. APPLICATION REVIEW INFORMATION

A. Responsiveness Review

Application Screening Criteria

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

Application Requirements for CSP and SYSP Grants	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 \$5,998,062	Section V.B	
SF-424A, Budget Information Form	Section IV.B	
Budget Narrative	Section IV.B	
Project Narrative / 4-Year Strategic Plan	Section IV.C	

B. Review Criteria for CSP Grants (Adult Funding)

Criterion	Points (Maximum)
1. Proposed Service Area and Overall Service Strategy	28 total

(See Section IV.C.1 . Proposed Service Area and Overall Service Strategy)	
2. Project Design (See Section IV.C.3 Project Design)	18 total
3. Workforce Systems Relationships (See Section IV.C.4 Workforce Systems Relationships)	8 total
4. Organizational, Administrative, and Fiscal Capacity (See Section IV.C.5 Organizational, Administrative, and Fiscal Capacity)	20 total
<ul style="list-style-type: none"> Past Performance – Programmatic Capability (See Section IV.C.6 Past Performance – Programmatic Capability) 	18 total
6. Budget and Budget Narrative (See Section IV.C.7 Budget and Budget Narrative)	8 total
TOTAL	100

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

C. Review and Selection Process

Merit Review and Selection Process

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

Up to 100 points may be awarded to an applicant, depending on the quality of the responses provided. The final scores (which may include the mathematical normalization of review panels) will serve as the primary basis for selecting applications for funding. The panel results are advisory in nature and not binding on the Grant Officer. The Grant Officer can make selections based solely on the final scores or take into consideration other relevant factors when applicable. Such factors may include the geographic distribution of funds and other relevant factors. The Grant Officer may consider any information that comes to their attention.

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

D. Risk Review

Risk Review Process

Before making an award, ETA will consider any information about the applicant that is in the responsibility/qualification records available in SAM.gov (see 41 U.S.C. 2313). For ETA to

assess the applicant's Financial System, all applicants need to submit the Financial Risk Assessment explained in the application guide (Section VI.D) at the link below. For a complete understanding of this application requirement, see the [2026 Application Guide](#), Section VI.D Risk Review.

VII. AWARD NOTICES

A. Award Document

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

B. Award Timing and Notification to Applicants

All award notifications will be posted on the ETA Homepage at <https://www.dol.gov/agencies/eta/>. Applicants selected for award will be contacted directly before the grant's execution. Non-selected applicants will be notified by email and may request a written debriefing on the significant weaknesses of their application.

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

VIII. POST AWARD REQUIREMENTS AND ADMINISTRATION

A. Administrative and National Policy Requirements

1. Administrative Program Requirements

All grantees will be subject to all applicable federal laws and regulations, including the OMB Uniform Guidance, and the terms and conditions of the award. Prior to issuance, and annually thereafter, awards will be subject to review by one or more DOL senior officials or their designees, according to the process describes in Executive Order 14332, "Improving Oversight of Federal Grantmaking.

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

2. Religious Activities

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

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

3. Other Legal Requirements

For a complete understanding of the application requirements on Lobbying or Fundraising with Federal Funds; Transparency Act; Safeguarding Data Including Personally Identifiable

Information (PII); Record Retention; Use of Contracts and Subawards; and Grant Closeout, see the [2026 Application Guide](#), Section VIII.A Administrative and National Policy Requirements.

4. Other Administrative Standards and Provisions

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

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

DOL Disclaimer

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

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

Intellectual Property Rights and Open Licensing

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

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

Credential Transparency

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

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

WIOA Infrastructure

Pursuant to WIOA Section 121(h)(2)(D)(iv) and 20 CFR 684.330(d), funding awarded under this grant is not subject to the requirement to contribute to the infrastructure costs of the one-stop delivery system unless otherwise agreed upon in a Memorandum of Understanding with the State or Local Workforce Development Board(s).

As required one-stop partners, however, INAP programs are encouraged to contribute to infrastructure costs of American Job Centers. Any agreement regarding the contribution or non-contribution to infrastructure funding by Native American programs must be recorded in the

signed MOU. Where an INA grantee fails to enter into a MOU with the Local Workforce Development Board (WDB), the INA grantee must describe in an attachment to the 4-Year Strategic Plan the good-faith efforts made in order to negotiate an MOU with the Local WDB.

5. Special Program Requirements

a. DOL Evaluation

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

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

b. Performance Goals

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

B. Reporting

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

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

IX. RESOURCES

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

X. OMB INFORMATION COLLECTION

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

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

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

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

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

Signed April 2, 2026 in Washington, D.C. by:

Carla Wills

Grant Officer, Employment and Training Administration