

**DEPARTMENT OF LABOR
Employment and Training Administration
Funding Opportunity Announcement
FOA-ETA-25-29**

Amendment One

Pathway Home 6

AGENCY: Employment and Training Administration, Department of Labor

ACTION: Amendment to FOA-ETA-25-29

SUMMARY: The U.S. Department of Labor, announced on January 10, 2025, the availability of funding for the Pathway Home 6 grants to be awarded through a competitive process.

The closing date for this funding opportunity announcement (FOA) is March 14, 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 application from each organization. If we receive multiple applications from the same organization, we will consider only the most recently received application that met the deadline. If the most recent application is disqualified for any reason, we will not replace it with an earlier application.”*

The document is hereby amended as follows:

Executive Summary

The second paragraph is deleted and replaced with the following:

This Funding Opportunity Announcement (FOA) provides the opportunity for public or private non-profit organizations, including faith-based organizations; institutions of higher education; post-secondary education institutions with or without 501(c)(3) status; unions, labor or labor-management organizations; non-profit industry organizations; state and local governments; and Indian or Native American entities eligible for grants under Section 166 of WIOA to provide reentry programming to eligible, incarcerated individuals prior to release from state correctional facilities or county or local jails and to continue comprehensive services after release. By beginning reentry services while participants are still incarcerated and continuing post-release, these projects are designed to eliminate the time gap between release from jail or prison and enrollment into a workforce development reentry program. These programs will lead to skills-based employment, improve individuals’ transition back into their communities, and reduce recidivism.

The fourth paragraph is deleted and replaced with the following:

Partners must also work towards increasing employment opportunities for participants post-release with an aim towards boosting labor supply in critical industry sectors facing increased demand, workforce gaps, or supply chain challenges. Applicants are more likely to be successful under the scoring criteria if they show they will partner with employers, unions or other industry organizations that commit to providing employment, work experience, onsite job-related mentoring, and training

to participants that lead to jobs. The criteria also gauge how the lived experiences of incarceration and/or community violence of the applicant's staff, leadership board, or committee members will improve the effectiveness of services provided and the outcomes of participants.

Section I. A. Program Purpose

The first paragraph is deleted and replaced with the following:

The purpose of this program is to provide eligible incarcerated individuals in men's and women's state correctional facilities or local or county jails with workforce services prior to release and to continue services after release by transitioning the participants into reentry programs in the communities to which they will return. The FOA refers to these communities as the application's "target communities" or "target areas"; they are the areas where the applicants will be providing reentry services. These grants are job-driven and build connections to local employers and unions that will enable program participants to secure employment and avoid recidivism.

The second paragraph is deleted and replaced with the following:

These projects ensure that participants in reentry from incarceration are prepared to meet the needs of their local labor markets with the skills valued by employers. Applicants must ensure that occupational training provided has no federal, state, or local regulations that restrict individuals with criminal history records from obtaining licenses or other necessary credentials in that career. Therefore, applicants will need to research existing barriers for individuals with criminal records in relation to specific industries. Employer and union connections will inform specific program curricula and ensure relevance to the needs of local businesses and jobs. Teaching foundational skills, such as job readiness, employability, digital and financial literacy, and job search strategies, in addition to providing pre- apprenticeship, Registered Apprenticeships, and occupational training leading to industry- recognized credentials, can provide access to employment and reduce the likelihood of recidivism. Applicants are encouraged to utilize staff that have personal experience with incarceration and/or community violence.

Section III.A. Eligible Applicants

The first paragraph is deleted and replaced with the following:

The following organizations are eligible to apply:

- Non-profit organizations with or without 501(c)(3) status, including faith-based organizations;
- Institutions of higher education;
- Post-secondary education institutions with or without 501(c)(3) status;
- State or local governments;
- State and local workforce boards;
- Any Indian or Native American entity eligible for grants under Section 166 of WIOA;
- Labor or labor management organizations; and
- Non-profit industry organizations.

The following is added:

Please note that all elements of 2 CFR Part 200 (Uniform Administrative Requirements, Cost

Principles, and Audit Requirements for Federal Awards) and 2 CFR Part 2900 (DOL's Supplement to 2 CFR Part 200) apply to any entity that carries out a federal award as a recipient or subrecipient, including for-profit organizations. This includes the monitoring and examination of their records. In addition, the entity may not earn or keep any profit resulting from federal financial assistance.

Section III.C.3. Eligible Participants

The first paragraph is deleted and replaced with the following:

The intent of this FOA is to fund projects that serve participants from a variety of backgrounds who:

- **Are at least 18 years old;**
- Were convicted under federal, state, or local law and are incarcerated;
- Reside, at the time of enrollment in the project, in a state correctional facility or local or county jail for adults; *please note that these grants cannot support projects in a federal facility or juvenile facility;*
- Have a release date scheduled between 20 to 270 days of the individual's enrollment in the program; and
- Upon release, are scheduled to return to reside in the target area identified in the applicant's application.

Section IV.B.1. SF-424, "Application for Federal Assistance"

The second and third paragraphs are deleted and replaced with the following:

In addition, the applicant's Authorized Representative's signature in block 21 of the SF-424 form constitutes assurance by the applicant of compliance with the WIOA sec. 188 rules issued by the Department at 29 CFR 38.25.

Section IV.B.3.d Partnerships

The eighth paragraph (second item under the second factor) is deleted and replaced with the following:

2. Fully describe their approach to working with local workforce entities (Workforce Development Boards, American Job Centers, one-stop operators, or one-stop partner programs that administer WIOA title I programs). This includes a thorough and clear description of the capacity and role of the partner's involvement. The workforce organizations have expertise in workforce development and may provide leadership in implementing the following types of activities: (1) understanding and analyzing the need for education and training in the local area, including identifying targeted industries and occupations; sector strategies; hiring needs; and populations to be served; and providing relevant sources of data, including labor market information and other tools or reports; (2) assessing potential participants for the grant program; (3) identifying and referring candidates for education and training in the grant program; (4) providing additional supportive services; (5) connecting and placing participants with employers that have job openings; (6) leveraging other WIOA resources; and (7) collecting, tracking, and reporting participant data. To receive points for this rating factor, applicants need to provide a Memorandum of Understanding or Letter of Commitment (including any resources to be committed to the program) signed by an authorized agent. (Up to 2 points)

The ninth paragraph (third item under the second factor) is deleted and replaced with the following:

3. Explain how employers and industry organizations and/or unions will be engaged in the program to inform curriculum development and occupational education; will provide job shadowing, work experience, or mentoring; and will consider participants for employment pre-and-post release. Applicants must provide a realistic and convincing description of how they will secure lasting partnerships with employers and/or industry associations in order to continue to train participants in the skills employers need and increase employment opportunities for participants post-release. To receive points for this rating factor, applicants need to provide a Memorandum of Understanding or Letter of Commitment (including any resources to be committed to the program) signed by an authorized agent. (Up to 4 points)

The tenth paragraph (fourth item under the second factor) is deleted and replaced with the following:

4. Fully describe a feasible and effective approach for targeting employers and outreach strategy, as well as any distinct approaches used to target specific industry employers and/or union trades, including through Registered Apprenticeship programs. (Up to 4 points)

Section IV. E. Funding Restrictions, Use of Grant Funds for Participant Wages

The second paragraph is deleted and replaced with the following:

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

The fourth paragraph is deleted and replaced with the following:

Supportive services are a routine part of high-quality workforce development programs, and evidence shows that they contribute to participants completing programs. Supportive services can include, but are not limited to, childcare, transportation, food, mental health counseling, legal assistance, financial counseling, referrals for drug treatment, provision of work tools or work clothes, and needs-related payments/emergency cash assistance.

FOR FURTHER INFORMATION, PLEASE EMAIL PH6_FOA-ETA-25-29@dol.gov.

Signed March 3, 2025 in Washington, D.C. by:

Eric D. Luetkenhaus
Grant Officer, Employment and Training Administration