



NOTICE OF FUNDING OPPORTUNITY (NOFO)

Funding Opportunity Title: Staffing Analysis Implementation Program

Announcement Type: Initial

Funding Opportunity Number: 26JD01

Assistance Listing Number: 16.601

Due Date for Applications: July 30, 2026

Applicants must register with Grants.gov prior to submitting an application. NIC encourages applicants to register several weeks before the application submission deadline. In addition, NIC urges applicants to submit applications 72 hours prior to the application due date. All applications are due to be submitted and in receipt of a successful validation message in Grants.gov by 11:59 p.m. eastern time on **July 30, 2026**. Late applications are neither reviewed nor considered.

Purpose: Through this cooperative agreement, NIC seeks to provide jails with opportunities to participate in the Virtual Instructor Led Training (VILT) version of staffing analysis training. This program will enhance and expand staffing analysis training and technical assistance for federal, state, local, and tribal corrections agencies.

SPECIAL NOTE: Applications must be 'VALIDATED' by Grants.gov by the application deadline. This can take up to 48 hours after successful submission. See [Section 5](#), Timely Receipt Requirements and Proof of Timely Submission, for more information. It is strongly recommended that applications be submitted at least 2 business days ahead of the application deadline.



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1. BASIC INFORMATION

Federal Agency Name: National Institute of Corrections

Funding Opportunity Title: Staffing Analysis Implementation Program

Announcement Type: Initial Announcement

Funding Opportunity Number: 26JD01

Assistance Listing Number:

16.601 - Corrections Training and Staff Development

Funding Details: NIC expects to make one award for a 12-month project period. Requests for amounts more than award amount, including direct and indirect costs will not be considered.

Total funding available: \$200,000.00

Total Award Amount: \$200,000.00

Number of Awards: 1

Key Dates: Announcement Date: June 15, 2026

Pre-proposal inquiries and questions must be submitted not later than July 15, 2026

Application Due Date: July 30, 2026 at 11:59 PM Eastern Time

Applications must be received electronically and in receipt of a successful validation message in Grants.gov.

Anticipated Award Date: August 31, 2026

Executive Summary:

NIC has been providing staffing analysis resources to the corrections community for over 30 years. Their staffing analysis process and methodology are widely regarded as the industry standard within the corrections community and beyond.

Through this cooperative agreement, NIC seeks to provide the corrections community with opportunities to participate in the Virtual Instructor Led Training (VILT) version of staffing analysis training. This program will enhance and expand staffing analysis training and technical assistance for federal, state, local, and tribal corrections agencies.

Extracted from the processes and methodology depicted in NIC staffing analysis resources, the staffing analysis VILT curriculum was developed with distinct advantages for the participating agencies over the in-class delivery method. The staffing analysis process can be time-consuming and daunting for new or inexperienced analysts. As with most things, practical experience is the best instructor. Unlike the in-class curriculum, the NIC staffing analysis VILT training program

provides participating agencies with step-by-step instruction and actual completion of a staffing analysis over the course of the training engagement.

Participants will be supported throughout the learning process through live virtual instruction, structured intersession assignments, and individualized coaching as they complete a staffing analysis of custodial line officers and first-line supervisors at one of their agency's facilities.

Agency Contact Information:

Application Submission and Form Information:

Mark Wyche

771-241-0452

Mwyche@bop.gov

Program Specific Information: Comments or questions submitted should be concise and to the point, eliminating any unnecessary verbiage. In addition, the relevant page, part and paragraph of the NOFO should be referenced. Responses to programmatic questions will be posted on NIC's website for public review. The website will be updated regularly, and postings will remain on the website until the closing date of this solicitation. Questions submitted within 2 weeks prior to a submission deadline may not be answered, and the due date for proposal submission will not be extended.

Cody Scott

Cscot1@bop.gov

2. ELIGIBILITY

Eligible Applicants.

NIC invites applications from nonprofit organizations (including faith-based, community, and tribal organizations), for-profit organizations (including tribal for-profit organizations), and institutions of higher education (including tribal institutions of higher education). Recipients, including for-profit organizations, must agree to waive any profit or fee for services. Foreign governments, international organizations, and non-governmental international organizations/institutions are not eligible to apply. Proof of 501(c) (3) status as determined by the Internal Revenue Service or an authorizing tribal resolution is required.

NIC welcomes applications that involve two or more entities; however, one eligible entity must be the applicant, and the others must be proposed as subrecipients. The applicant must be the entity with primary responsibility for administering the funding and managing the entire program. Only one (1) application will be accepted from a submitting organization.

NIC may elect to make awards for applications submitted under this solicitation in future fiscal years, dependent on the merit of the applications and on the availability of appropriations.

Entity Types Eligible to Apply:

- nonprofit organizations (including faith-based, community, and tribal organizations)
- for-profit organizations (including faith-based, community, and tribal organizations)
- institutions of higher education (including tribal institutions of higher education)

Additional Restrictions on Eligibility:

- Recipients, including for-profit organizations, must agree to waive any profit or fee for services
- Foreign governments, international organizations, and non-governmental international organizations/institutions are not eligible to apply.
- Proof of 501(c) (3) status as determined by the Internal Revenue Service or an authorizing tribal resolution is required.
- The applicant must be the entity with primary responsibility for administering the funding and managing the entire program.
- Applications from federal agencies or employees of federal agencies will not be considered. However, federal agencies or employees may serve as unfunded collaborative project partners under the Cooperative Agreement award.
- Government Organizations to include State governments, County governments, City or township governments, Special district governments are not eligible.

Eligibility factors for the Principal Investigator or Project Director:

- Only one (1) application will be accepted from a submitting organization.

Criteria that would make any particular projects ineligible:

- For-profit entities cannot use program funds to conduct private business, promote private self-interests, supplement the costs of normal sales activities, or promote their own products or services beyond specific uses approved by NIC.
- Funding limited to a maximum of \$200,000.00 Applications that request more than \$200,000.00 in total funding including indirect costs will not be considered
- To be deemed eligible, applications must substantially comply with the application submission instructions and requirements set forth in [Section 4, Application Contents and Format](#), of this solicitation, also see [Application Checklist](#)
- If an applicant submits multiple versions of the same application, NIC will review only the most recent system-validated version submitted. For more information on system-validated versions, see [information on Duplicate Applications](#).

Cost Sharing

-This announcement does not require cost sharing or match: [See 2 C.F.R. 200.306](#) for additional information.

-Calculation for required cost sharing: NONE

-Cost Sharing restrictions: NONE

-If a successful application proposes a voluntary cost share or match amount, and NIC approves the budget, the total cost share or match amount shall be incorporated into the approved budget and becomes mandatory and subject to audit. Cost sharing or match will not be used as a factor during the merit review

of applications.

3. PROGRAM DESCRIPTION

General Purpose

The Staffing Analysis program enables agencies to gather and interpret vital data, leading to optimized resource utilization, informed policy adjustments, and substantiated staffing requests.

NIC Funding Priorities / Focus Areas

The National Institute of Corrections (NIC) supports public safety by providing specialized corrections training, information services, and technical assistance to federal, state, local, and tribal justice agencies. The outcomes of NIC's activities contribute significantly to the achievement of the following correctional goals and priorities:

Effectively managed prisons, jails, and community corrections programs and facilities. NIC provides services related to effective planning, management, and operational practice leading to safe and secure prisons, jails, and community services.

Enhanced organizational and professional performance in corrections. NIC provides education and training in management, leadership, and corrections operations based on that enhance organizational and professional performance.

Community, staff, and offender safety. NIC promotes correctional practices and procedures that maximize the safety of the community, staff, and offenders; holds detainees, inmates, and parolees/probationers accountable; and seeks to reduce recidivism.

Improved correctional practices through the exploration of trends and public policy issues. NIC promotes the exploration of critical issues and the shaping of public policies that strengthen and improve the effectiveness and efficiency of corrections.

Enhanced services through improved organizational and staff effectiveness. NIC provides opportunities for organizational and professional growth that enhance the field of corrections.

Program Goals and Objectives

GOALS

This program aims to advance operational safety and security by enhancing correctional staffing practices through innovative training, technical assistance, and e-resources.

OBJECTIVES AND DELIVERABLES

1. Deliver two iterations for Federal and State Prisons in addition to three iterations for local and tribal jails of NIC's Staffing Analysis Training Program designed for virtual instructor-led training (VILT)

2. Collect and analyze post-delivery feedback from participants, instructors, and project team members.

The award will provide jails with opportunities to participate in the VILT version of staffing analysis training. This program will enhance and expand staffing analysis training and technical assistance for federal, state, local and tribal corrections agencies.

1. Conduct an initial virtual meeting with NIC within ten days of the award to review goals and objectives, discuss and develop a timeline of activities, role clarification, overview of the project, and the project concept plan.

2. The awardee will receive the latest NIC Staffing Analysis Implementation Program curriculum. To deliver two iterations for Federal and State Prisons in addition to three iterations for local and tribal jails. The curriculum is designed for virtual instructor-led training (VILT) delivery. Each iteration will be delivered to four facilities, each providing a five-member staffing analysis team, for a total of up to 20 participants.

3. The awardee is responsible for contracting and all costs including compensating technical resource providers (TRPs)/subject matter experts (SMEs) to deliver training and related assistance under the cooperative agreement. All TRP's/SME's must be approved by the NIC Program Manager. Resumes for the TRP/SME must be submitted to the Program Manager, each TRP/SME must have a minimum of three years teaching experience in the field of corrections and practical experience with NIC's SAIP.

If not performed solely by the awardee, TRP services will include:

- Participation in virtual meetings with the cooperative agreement team.
- Data and information requests. Examples of data and information include floor plans, staff coverage plan, master and daily rosters, organizational chart, and relief factor(s).
- Evaluation of agency data to become familiar with each facility's unique characteristics, prepare for instructional delivery of the curriculum, and identify any agency challenges concerning data/information collection.

Conducting pre-session tech-checks with all participants. Prior to the first instructional session, schedule at least two sessions to allow participants to join an introduction to Webex and to ensure agency firewalls do not limit functionality or prevent participants from joining. Sessions should be scheduled for an appropriate length to accommodate all participants.

- Delivering approximately two hours of program instruction weekly for eight weeks. Awardee should anticipate that the training session host will be required to initiate the session approximately one hour prior to the scheduled start time and that all instructors (minimum of two instructors and one producer per session) be logged into the training session at least 30 minutes prior to the session to conduct technology checks and make final preparations. Awardee should also remain available to after session questions.

- Providing participant agencies up to twelve hours of weekly intersession coaching and guidance, validating intersession work to confirm each process step is understood and accomplished, and reviewing draft staffing analysis reports completed after the final session.

4. The awardee, in collaboration with the NIC program manager, will schedule and complete VILT curriculum rehearsals. Rehearsals will be conducted on NIC's Webex Training platform.

Awardee is responsible for acting as, or providing, the producer for all rehearsals and instructional sessions throughout the delivery of the VILT curriculum.

5. The awardee will use NIC's evaluation process to collect user feedback to assess the program's effectiveness and provide NIC a summary report of the training event within a week of its conclusion.
6. Awardee should anticipate making recommendations for minor revisions to the curriculum throughout the award term based on participant and project team member feedback.
7. The awardee will edit any recordings to remove any agency-specific sensitive information. The finalized recordings are part of the program deliverables and will be used as NIC deems appropriate.
8. The awardee should plan to have participant-developed draft staffing analysis reports reviewed and ready for each agency to finalize no later than two weeks following the final VILT session.
9. The awardee, in collaboration with NIC program managers, will coordinate all training logistics, such as agency point of contact, dates, technical readiness checks with participants, etc.
10. The awardee will meet all financial and reporting requirements for the cooperative agreement.
11. The awardee is responsible for contracting and compensating technical resource providers (TRPs) or subject matter experts (SMEs) who support training, delivery and related technical assistance. TRP responsibilities may include participating in project meetings, requesting and reviewing agency data (such as floor plans, coverage plans, rosters, organizational charts, and relief factors), evaluating agency information to prepare for instruction, and identifying challenges associated with data collection.
12. The awardee will conduct pre-session technology checks with all participants to ensure familiarity with the Webex platform and confirm that agency firewalls do not restrict participation. Training will consist of approximately two hours of weekly instruction over eight weeks. Each session will require advance preparation, including early host access, instructor technology checks, and post-session availability for participant questions. Agencies will also receive approximately twelve hours per week of intersession coaching and feedback to support completion of staffing analysis tasks and draft reports.
13. In collaboration with the NIC program manager, the awardee will conduct curriculum rehearsals, manage Webex production for all sessions, utilize the NIC evaluation, and provide NIC a summary report within one week of each training event. The awardee will coordinate training logistics, recommend minor curriculum improvements, and ensure all reporting and financial requirements are met.
14. Develop and present at least 2 national conference presentations in collaboration with NIC.

15. Meet with NIC Instructional Systems Specialist Staff within 30 days to coordinate any software and product development. Electronic and Information Technology (EIT) (e-courses, videos, audio, VILTs, etc.) must comply with the federal mandate of 508 and WCAG compliance accessibility and as such in accordance with the agency agreement ensuring all visual and audio elements are accessible. In parallel with the statement of work the recipient must provide text alternatives for images, include captions for videos and transcripts for audio, allow for keyboard navigation, and use the authoring tools prescribed by NIC that supports accessibility, editing, and maintenance of the EIT. Use color contrast, clear language, and incorporate user/evaluation testing throughout process of creation where it applies. EIT created/distributed content must be usable by individuals with visual, auditory, motor, and cognitive impairment.

Work with NIC Social Science Research Analysts to develop, implement, and analyze evaluations for each program.

Performance measures capture outcomes of cooperative agreement activities, demonstrating if programs accomplish goals and objectives. Performance measures. NIC requires all applicants to submit quarterly progress reports demonstrating progress towards completion of the work proposed under this solicitation. The performance measures for this notice are:

Objective	Performance Measure(s)	Description	Data Grantee Provides
Deliver NIC’s virtual instructor-led staffing analysis training curriculum which is applicable to all correctional facility settings.	Deliver NIC’s virtual instructor-led staffing analysis training curriculum which is applicable to all correctional facility settings.	Successful completion of three staffing analysis VILT training programs.	Summary report of training event to include any relevant participant data.
Collect and analyze post-delivery feedback from participant, instructor, and project team members.	Collect and evaluate post-training participant and team member feedback.	A written report to NIC of all feedback and evaluations in a format that will aid in the facilitation of follow-up discussions to determine potential curriculum revisions and inform training process adjustments.	Participant feedback and evaluations; NIC and awardee feedback and evaluations; recommendations for curriculum revisions.
Refine and revise the virtual instructor-led staffing analysis training curriculum as needed.	Revised instructor and participant guides, slide-deck, associated media, and handouts.	Awardee incorporates minor revisions to curriculum and associated products based on participant and team member feedback and recommendations.	NIC is provided with updated curriculum and all associated materials in printed and electronic form.

Award instrument – Cooperative Agreement. Cooperative Agreements require significant staff involvement excluding the basic monitoring of the project, progress, deliverables and reports.

NIC Staff Responsibilities:

- Approval of TRPs/SMEs.
- Review and approval of participating agencies. Participant application information on NIC’s website [Participant Application information](#)
- Approval of training dates.
- Work collaboratively with awardee and all sub-contractors on delivery schedule.

Funding Restrictions

Foreign Travel is not allowed unless prior written approval is received from Awarding Agency (NIC). Equipment purchases are not allowed. Construction is not an allowable activity. See [2 CFR Part 200 Subpart E—Cost Principles](#) for information on Cost Principles.

For information on Direct and Indirect Cost, see: <https://www.ecfr.gov/current/title-2/section-200.412>

Incentives or Stipends

Unless specifically listed in [Section 3](#). Program Description, NIC will not fund incentives or Stipends.

Pre-Agreement Cost Approvals

NIC does not typically approve pre-agreement costs; an applicant must request and obtain the prior written approval of NIC for all such costs. If approved, pre-agreement costs could be paid from grant funds consistent with a grantee’s approved budget, and under applicable cost standards. However, all such costs prior to award and prior to approval of the costs are incurred at the sole risk of an applicant.

Generally, no applicant should incur project costs before submitting an application requesting federal funding for those costs. Should there be extenuating circumstances that appear to be appropriate for NIC’s consideration as pre-agreement costs, the applicant should contact the [point of contact](#) listed in [Section 1](#) of this announcement.

Limitation on use of award funds for employee compensation; waiver

With respect to any award of more than \$250,000 made under this solicitation, recipients may not use federal funds to pay total cash compensation (salary plus cash bonuses) to any employee of the award recipient at a rate that exceeds 110 percent of the maximum annual salary payable to a member of the Federal Government’s Senior Executive Service (SES) at an agency with a Certified SES Performance Appraisal System for that year. The 2026 salary table for SES employees is available at the Office of Personnel Management website. Note: A recipient may compensate an employee at a greater rate, provided the amount in excess of this compensation limitation is paid with non-federal funds. (Any such additional compensation will not be considered matching funds where match requirements apply.)

Eligibility Criteria for Program Participants (Other than Federal Award Recipients)

The NIC Staffing Analysis Implementation Program benefits correctional agencies and the staff by giving participants hands-on training, coaching, and technical assistance to conduct a systematic staffing analysis. It helps agencies identify efficiencies, adjust policies that affect staffing, justify current or future staffing needs, and build a staffing plan that can be reviewed and updated annually.

Who benefits

- Participating agencies at the state, county, and city levels benefit because they learn a standardized process for analyzing staffing requirements and producing a staffing analysis report.
- A five-person agency team benefits because members from Administration, Security, Programs and Services, Support Services, and Human Resources gain practical experience in staffing analysis methods.
- Facility leadership benefits because the training gives them data and analysis they can use to support staffing decisions and planning.
- Staff, the public, and people in custody benefit indirectly because better staffing plans are tied to safer operations and improved coverage.

How it helps:

The program focuses on live virtual sessions, intersession practice, and coaching while participants analyze custodial line officers and first-line supervisors in one facility. By the end, participants have the skills and tools to extend the analysis to the rest of the agency's staff and implement a new staffing plan.

Authorizing Statutes and Regulations

Statutory Authority: Public Law 93-415

4. APPLICATION CONTENTS AND FORMAT

Applicants should anticipate that if they fail to submit an application that contains all of the specified elements, it may negatively affect the review of their application; and, should a decision be made to make an award, it may result in the inclusion of special conditions that preclude the recipient from accessing or using award funds pending satisfaction of the conditions. See attached checklist.

Moreover, applicants should anticipate that applications that are determined to be nonresponsive to the scope of the solicitation, do not request funding within the funding limit, or that do not include the application elements that NIC has designated to be critical, will neither proceed to peer review nor receive further consideration. Under this solicitation, NIC has designated the following application elements as critical:

SF-424: Application for Federal Assistance

SF-424A: Budget Information for Non-construction Programs

SF-424B: Assurances for Non-construction Programs

SF-LLL: Disclosure of Lobbying Activities

Project Abstract

Program Narrative

Budget Detail Worksheet

Budget Narrative

Logic Mode

Timeline or Milestone Chart

Capabilities and Competencies AND Résumés of all key personnel.

Accessibility Conformance Report

A complete, NIC standard Federal Financial Assistance application package should be submitted, as described below. Each proposal must include the following federal application forms. The Standard Form (SF)-424family and form instructions are available in the Grants.gov application package, but may be downloaded from <https://www.grants.gov/forms/forms-repository/sf-424-family>.

- SF-424: Application for Federal Assistance
- SF-424A: Budget Information for Non-construction Programs
- SF-424B: Assurances for Non-construction Programs
- SF-LLL: Disclosure of Lobbying Activities

Pre-application letters of intent, or whitepapers are not required or encouraged.

Budget SF-424A: Prepare a master budget table using “SF-424A Budget Information for Non-Construction Programs” (aka SF-424A), available in the [Grants.gov](https://www.grants.gov) electronic application package. Only complete “Section B-Budget Categories”. Provide the object class budget category (a. - k.) amounts for each budget year under the “Grant Program, Function or Activity” heading. Each column reflects a separate budget year. For example, Column (1) reflects budget year 1. The total budget will be automatically tabulated in column (5). The solicitation will specify if the award will fund multiple years, continuation awards will be made on a noncompetitive basis. Column 1 (budget year 1) is the only requirement.

Component pieces of the application in addition to the four SF-424, SF-424A, SF 424B and SF-LLL. Forms: Project Abstract, Program Narrative, Budget Detail Worksheet, Budget Narrative, Logic Mode, Timeline or Milestone Chart, Capabilities and Competencies AND Résumés of all key personnel, Accessibility Conformance Report.

Project Abstract (1 Page): Applications must include a high-quality project abstract that summarizes the proposed project in 400 words or less. Project abstracts should be written for a general public audience; submitted as a separate attachment with “Project Abstract” as part of its file name; and single-spaced, using a standard 12-point font (Times New Roman) with 1-inch margins. As a separate attachment, the project abstract will not count against the page limit for the program narrative. The abstract should briefly describe the project’s purpose, the population to be served, and the activities that the applicant will implement to achieve the project’s goals and objectives. The abstract should describe how the applicant will measure progress toward

these goals.

Program Narrative (30 Pages - The cover page does not count toward the 30-page limit):

Applicants must submit a program narrative that presents a detailed description of the purpose, goals, objectives, strategies, design, and management of the proposed program. The program narrative should be double-spaced with 1-inch margins, not exceeding 30 pages of 8½ by 11 inches, and use a standard 12-point font, preferably Times New Roman. Pages should be numbered “1 of 30,” etc. The tables, charts, pictures, etc., including all captions, legends, keys, subtext, etc., may be single-spaced and will count in the 30-page limit. Material required under the Budget and Budget Narrative and Additional Attachments sections will not count toward the program narrative page count. Applicants may provide bibliographical references as a separate attachment that will not count toward the 30-page program narrative limit. If the program narrative fails to comply with these length-related restrictions, NIC may consider such noncompliance in peer review and in final award decisions.

The program narrative should address the following selection criteria: (1) statement of the problem; (2) goals, objectives, and performance measures; (3) program design and implementation; and (4) capabilities/competencies. The applicant should clearly delineate the connections between and among each of these sections. For example, the applicant should derive the goals and objectives directly from the problems to be addressed. Similarly, the project design section should clearly explain how the program’s structure and activities will accomplish the goals and objectives identified in the previous section.

The following sections should be included as part of the program narrative:

Statement of the problem.

Applicants should describe any research or evaluation studies that relate to the problem and contribute to the applicant’s understanding of its causes and potential solutions. While NIC expects applicants to review the research literature for relevant studies, they should also explore whether unpublished local sources of research or evaluation data are available.

Goals, objectives, and performance measures.

Applicants should describe the goals of the proposed training and technical assistance program and identify its objectives. When formulating the program’s goals and objectives, applicants should be cognizant of the performance measures that NIC will require successful applicants to provide.

Goals. Applicants should describe the program’s intent to deliver training and technical assistance, as described in the previous section and outline the project’s goals.

Program objectives. Applicants should explain how the program will accomplish its goals.

Objectives are specific, quantifiable statements of the project’s desired results. They should be clearly linked to the training and technical assistance strategy identified in the preceding section and measurable.

NIC does not require applicants to submit performance measures data with their application. Performance measures are included as an alert that NIC will require successful applicants to submit specific data as part of their reporting requirements. For the application, applicants should

indicate an understanding of these requirements and discuss how they will gather the required data, should they receive funding.

Project Design and Implementation: Applicants should detail how the project will operate throughout the funding period and describe the strategies that they will use to achieve the goals and objectives identified in the previous section. Applicants should describe how they will complete the deliverables stated in the Goals, Objectives, and Deliverables section. NIC encourages applicants to select evidence-based practices for their programs.

If applicable, the need to identify proprietary information. Include how to do so and how the Federal agency will handle it. Applicants should generally refrain from including the details of proprietary information in applications. In cases where, in the applicant's judgement, the inclusion of proprietary information is essential to application review and scoring, the applicant should clearly indicate information it wishes to designate as proprietary.

Budget Detail Worksheet

Applicants must provide a budget that (1) is complete, allowable, and cost-effective in relation to the proposed activities; (2) shows the cost calculations demonstrating how they arrived at the total amount requested; and (3) provides a brief supporting narrative to link costs with project activities. The budget should cover the entire award period. Pre-agreement cost approvals: For information on pre-agreement costs, see [Pre-Agreement Cost Approvals](#).

The Budget Detail Worksheet must provide the detailed computation for each budget line item, listing the total cost of each and showing how it was calculated by the applicant. For example, cost for personnel must show the annual salary rate and the percentage of time devoted to the project for each employee paid with cooperative agreement funds. The Budget Detail worksheet must present a complete itemization of all proposed costs.

Identify the amount requested for each budget category and describe the basis for calculating the personnel, fringe benefits, travel, equipment (if authorized), supplies, contractual support and other costs identified in the SF-424A.

Budget information must be supported at the level of detail described below:

- a. **Personnel:** List all staff positions by title. Give annual salary, percentage of time assigned to the project, total cost for the budget period, project role and specify any annual cost of living adjustments. Compensation paid for employees engaged in grant activities must be consistent with payments for similar work within the applicant organization. Note that for salaries to be allowable as a direct charge to the award, a justification of how that person will be directly involved in the project must be provided. General administrative duties such as answering telephones, filing, typing or accounting duties are not considered acceptable.

Below is a sample computation for Personnel:

Position/Title	Annual Salary	% of Time Assigned to Project	Year 1	Year 2*	Year 3*	Total
Project Manager	\$70,000	50%	\$35,000	\$36,050	\$37,132	\$108,182
Trainer	\$60,000	100%	\$60,000	\$61,800	\$63,654	\$185,454
Specialist Design Tech	\$45,000	100%	\$45,000	\$46,350	\$47,741	\$139,091
Total Personnel			\$140,000	\$144,200	\$148,527	\$432,727

*There is a 3% increase after Year 1 for all personnel for cost of living adjustments

Note this budget category is limited to persons employed by the applicant organization ONLY. Those employed elsewhere are classified as sub awardees, program participants, contractors or consultants. Contractors and consultants should be listed under the “Contractual” budget heading. Subawards made to eligible subrecipients are listed under the “Other” budget heading. Participant support costs such as travel assistance for trainees are listed under the “Other” budget heading.

- b. **Fringe Benefits:** Identify the percentage used and the basis for its computation Fringe benefits are for the personnel listed in budget category (1) above and only for the percentage of time devoted to the project. Fringe benefits include but are not limited to the cost of leave, employee insurance, pensions and unemployment benefit plans. The applicant should not combine the fringe benefit costs with direct salaries and wages in the personnel category.

Below is a sample computation for Fringe Benefits

Position/Title	Base Fringe % Rate	Costs
Project Manager	47.22%	\$16,527
Trainer	50.83%	\$30,498

- c. **Travel:** In a table format, specify the estimated number of trips, purpose of each trip, number of travelers per trip, destinations and other costs for each type of travel for applicant employees. Travel costs for program participants if authorized, should be specified in the “Other” budget category. Explain the need for any travel, paying particular attention to travel outside the United States. Foreign travel includes trips to Mexico and Canada, but does not include trips to Puerto Rico, the U.S. territories, or possessions. **If NIC funds will be used for foreign travel, the budget justification must expressly state that the applicant will not use NIC funds for foreign travel without prior written approval by NIC.**

Below is a sample computation for Travel:

Purpose of Travel	Location	Item	Computation	Cost
State prison visit	Washington DC	Lodging	4 people x \$100 per night x 2 nights	\$800
		Airfare	4 people x \$500 round trip	\$2,000
		Per Diem	4 people x 50 per day x 2.5 days	\$500
Total Travel				\$3,300

- d. **Equipment:** If authorized, identify all tangible, non-expendable personal property to be purchased that has an acquisition cost of \$5,000 or more per unit and a useful life of more than one year. Equipment also includes accessories and services included with the purchase price necessary for the equipment to be operational. It does not include: (1) equipment planned to be leased/rented; or (2) separate equipment service or maintenance contracts. Details such as the type of equipment, cost and a brief narrative on the intended use of the equipment for project objectives are required. Each item of equipment must be identified with the corresponding cost. Particular brands of equipment should not be identified. General-purpose equipment (office equipment, etc.) must be justified as to how it will be used on the project. (Property items with a unit cost of less than \$5,000 are considered supplies).
- e. **Supplies:** “Supplies” are tangible property other than “equipment” with a per item acquisition cost of less than \$5,000. Include a brief description of the supplies required to perform the work. Costs should be categorized by major supply categories (e.g. office supplies, computing devices, monitoring equipment) and include the estimated costs by category.
- f. **Contractual:** List the proposed contractual activities along with a brief description of the scope of work or services to be provided, the proposed duration of the contract/procurement, the estimated cost and the proposed procurement method (competitive or non-competitive). **Any procurement of services from individual consultants or commercial firms (including space for workshops) must comply with the competitive [Procurement Standards](#) of 2 CFR Part 200.317-200.326.**

Examples of Contractual costs include:

Consultants – Consultants are individuals with specialized skills who are paid at a daily or hourly rate. Participation in the salary rate (excluding overhead) paid to individual consultants retained by recipients or by a recipient's contractors or subcontractors is limited to the maximum daily rate for a Level IV of the Executive Schedule (formerly GS-18), to be adjusted annually.

Speaker/Trainer Fees – Information on speakers should include the fee and a description of the services they are providing.

- g. **Construction:** Not Authorized.

- h. **Other:** List each item in sufficient detail for NIC to determine the reasonableness of its cost relative to the program solicitation. “Other” items may include equipment rental, telephone service and utilities and photocopying costs. Note that subawards, such as those with other universities or nonprofit research institutions for members of the research team, are included in this category. Provide the total costs proposed for subawards as a separate line item in the budget justification and brief description of the activities to be supported for each subaward or types of subawards if the subrecipients have not been identified. Subawards may not be used to acquire services from consultants or commercial firms.

Provide the total costs proposed for participant support costs if authorized as a separate line item in the budget justification and brief description of the costs. If NIC funds will be used for foreign travel by program participants, the budget justification must expressly state that the applicant will not use NIC funds for foreign travel without prior approval by NIC.

- i. **Indirect costs (IDC):** may be budgeted and charged by recipients of Federal assistance agreements in accordance with [2 CFR Part 200](#), with the exception of “exempt” agencies and Institutions of Higher Education as noted below, all recipients must have one of the following current (not expired) IDC rates, including IDC rates that have been extended by the cognizant agency:

Provisional.

Final.

Fixed rate with carry-forward.

Predetermined.

15% de minimis rate authorized by 2 CFR 200.414(f) [here](#)

“Exempt” state or local governmental departments or agencies are agencies that receive up to and including \$35,000,000 in Federal funding per the department or agency’s fiscal year and must have an IDC rate application developed in accordance with 2 CFR 200 Appendix VII, with documentation maintained and available for audit.

Institutions of Higher Education must use the IDC rate in place at the time of award for the life of the assistance agreement (unless the rate was provisional at time of award, in which case the rate will change once it becomes final). As provided by [2 CFR Part 200, Appendix III](#), the term “life of the assistance agreement”, means each competitive segment of the project.

Indirect costs are allowed only if the applicant has a current federally approved indirect cost rate, this requirement does not apply to units of local government. Attach a copy of the federally approved indirect cost rate agreement to the application. Applicants that do not have an approved rate may request one through their cognizant federal agency, which will review all documentation and approve a rate for the applicant organization, or, if the applicant’s accounting system permits, costs may be allocated in the direct cost categories. Indirect costs may be charged to an award only if the recipient has a current

(unexpired), federally approved indirect cost rate; or the recipient is eligible to use, and elects to use, the “de minimis” indirect cost rate described in the Part 200 Uniform Requirements as set out at [2 C.F.R. 200.414\(f\)](#).

IDCs incurred during any period of the assistance agreement that are not covered by the provisions above are not allowable costs and must not be drawn down by the recipient. Recipients may budget for IDCs pending approval of their IDC rate by the cognizant Federal agency. However, recipients may not draw down IDCs until their rate is approved.

Budget Narrative: The budget narrative must thoroughly and clearly describe every category of expense listed in the Budget Detail Worksheet. NIC expects proposed budgets to be complete, cost effective, and allowable (e.g., reasonable, allocable, and necessary for project activities).

Applicants should demonstrate in their budget narratives how they will maximize cost effectiveness of cooperative agreement expenditures. Budget narratives should generally describe cost effectiveness in relation to potential alternatives and the goals of the project. For example, a budget narrative should detail why planned in-person meetings are necessary, or how technology and collaboration with outside organizations could be used to reduce costs, without compromising quality.

The narrative must be mathematically sound and correspond with the information and figures provided in the Budget Detail Worksheet. The narrative should explain how the applicant estimated and calculated all costs, and how they are relevant to the completion of the proposed project. The narrative may include tables for clarification purposes but need not be in a spreadsheet format. As with the Budget Detail Worksheet, the Budget Narrative should be broken down by year.

Noncompetitive procurement contracts in excess of simplified acquisition threshold. If an applicant proposes to make one or more non-competitive procurements of products or services, where the noncompetitive procurement will exceed the simplified acquisition threshold (also known as the small purchase threshold), which is currently set at \$250,000, the application should address the considerations outlined in [2 C.F.R.200.317](#)

Logic Model: Applicants must include a logic model that graphically illustrates how the performance measures are related to the project’s problems, goals, objectives, and design.

Timeline or Milestone Chart: Applicants must submit a milestone chart that indicates major tasks associated with the goals and objectives of the project, assigns responsibility for each, and plots completion of each task by month or quarter for the duration of the award, using “Year 1,” “Month 1,” “Quarter 1,” etc., not calendar dates. On receipt of an award, the recipient may revise the timeline, based on training and technical assistance that NIC will provide.

Capabilities / Competencies AND Résumés of All Key Personnel:

This section should describe the experience and capability of the applicant organization and any contractors or subawards that the applicant will use to implement and manage this effort and its

associated federal funding, highlighting any previous experience implementing projects of similar design or magnitude. Applicants should highlight their experience/capability/capacity to manage subawards, including details on their system for fiscal accountability. Management and staffing patterns should be clearly connected to the project design described in the previous section. Applicants should describe the roles and responsibilities of project staff and explain the program's organizational structure and operations. Applicants should include a copy of an organizational chart showing how the organization operates, including who manages the finances; how the organization manages subawards, if there are any; and the management of the project proposed for funding. Résumés of all key personnel must be included.

Accessibility Conformance Report: Applicants must provide an Accessibility Conformance Report (ACR) for each type of Information and Communication Technology (ICT) (e.g., electronic document, web-based content, web-based training, podcast, or video) offered through this Cooperative Agreement. Create the ACR using the Voluntary Product Accessibility Template (VPAT) Version 2.1 or later, located at <https://www.itic.org/policy/accessibility/vpat>. Complete each ACR in accordance with the instructions provided in the VPAT template. Many electronic products (Adobe PDF, MS Word, Excel, PowerPoint) already have completed an ACR and can be found on their websites.

Each ACR must address the applicable Section 508 requirements referenced in the statement of work and program description. Use the remarks/explanations column or additional narrative to explain how the ICT meets, fails to meet, or does not apply to the standards (e.g., user functionality, administrator functionality, and reporting). For ICT features that do not fully conform to Section 508 standards, describe your plan to remedy those features. Finally, the applicant should describe the evaluation methods that were used to support Section 508 conformance claims. NIC reserves the right, prior to making an award decision, to perform testing on some or all of the applicant's proposed ICT items to validate Section 508 conformance claims made in the ACR.

Additional Attachments

Evidence of nonprofit status Proof of 501(c) (3) , e.g., a copy of the tax exemption letter from the Internal revenue Service, if applicable. Evidence of for-profit status, e.g., a copy of the articles of incorporation, if applicable.

Applicants should submit the following information, as stipulated in the cited pages, as attachments to their applications. While the materials listed below are not assigned specific point values, peer reviewers will, as appropriate, consider these items when rating applications. For example, reviewers will consider résumés and/or letters of support/ memoranda of understanding when assessing "capabilities / competencies." Peer reviewers will not consider any additional information that the applicant submits other than that specified below.

Applicant disclosure of pending applications. Applicants are to disclose whether they have pending applications for federally funded grants or subawards (including cooperative agreements) that include requests for funding to support the same project being proposed under this solicitation and will cover the identical cost items outlined in the budget narrative and worksheet in the application under this solicitation. The disclosure should include both direct

applications for federal funding (e.g., applications to federal agencies) and indirect applications for such funding (e.g., applications to state agencies that will subaward federal funds).

NIC seeks this information to help avoid any inappropriate duplication of funding. Leveraging multiple funding sources in a complementary manner to implement comprehensive programs or projects is encouraged and is not seen as inappropriate duplication.

Applicants that have pending applications as described above are to provide the following information about pending applications submitted within the last 12 months:

- the federal or state funding agency;
- the solicitation name/project name; and
- the point of contact information at the applicable funding agency.

SAMPLE

Federal or State Funding Agency	Solicitation Name/Project Name	Name/Phone/E-mail for Point of Contact at Funding Agency
DOJ/COPS	COPS Hiring Program	John Doe 202-000-0000 John.doe@doj.gov
HHS/Substance Abuse	Drug Free Mentoring Program	Jane Doe 202-000-000 Jane.doe@doj.gov

Applicants should include the table as a separate attachment, with the file name “Disclosure of Pending Applications,” to their application.

Applicants that do not have pending applications as described above are to include a statement to this effect in the separate attachment page (e.g., “[Applicant Name on SF-424] does not have pending applications submitted within the last 12 months for federally funded grants or subawards (including cooperative agreements) that include requests for funding to support the same project being proposed under this solicitation and will cover the identical cost items outlined in the budget narrative and worksheet in the application under this solicitation.”).

Tribal Authorizing Resolution

Tribes, tribal organizations, or third parties proposing to provide direct services or assistance to residents on tribal lands should include in their applications a resolution, letter, affidavit, or other documentation, as appropriate, that certifies that the applicant has the legal authority from the tribe(s) to implement the proposed project on tribal lands. In those instances when an organization or consortium of tribes applies for a grant on behalf of a tribe or multiple specific tribes, the application should include appropriate legal documentation, as described above, from all tribes that would receive services or assistance under the award. A consortium of tribes for which existing consortium bylaws allow action without support from all tribes in the consortium (i.e., without an authorizing resolution or comparable legal documentation from each tribal governing body) may submit, instead, a copy of its consortium bylaws with the application.

Applicant Disclosure of High Risk Status

Applicants are to disclose whether they are currently designated high risk by another federal grant making agency. This includes any status requiring additional oversight by the federal agency due to past programmatic or financial concerns. If an applicant is designated high risk by another federal grant making agency, you must submit the following information to at the time of application submission:

- the federal agency that currently designated the applicant as high risk;
- date the applicant was designated high risk;
- the high risk point of contact name, phone number, and email address, from that federal agency; and
- reasons for the high risk status as set out by the federal awarding agency.

NIC seeks this information to ensure appropriate federal oversight of any grant award. Unlike the Excluded Parties List, this high risk information does not disqualify any organization from receiving an NIC award. However, additional oversight may be included, if necessary, in award documentation.

Logic model

Disclosure of Lobbying Activities

All applicants must complete this information. Applicants that expend any funds for lobbying activities are to provide the detailed information requested on the form Disclosure of Lobbying Activities ([SF-LLL form](#)) do not expend any funds for lobbying activities are to enter “N/A” in the text boxes for item 10 (“a. Name and Address of Lobbying Registrant” and “b. Individuals Performing Services”).

Letters of Support/Memoranda of Understanding

If submitting a joint application, as described under Section C: Eligibility Information, page 1, applicants should provide signed and dated letters of support or memoranda of understanding for all key partners that include the following: expression of support for the program and a statement of willingness to participate and collaborate with it;

description of the partner’s current role and responsibilities in the planning process and expected responsibilities when the program is operational; and

estimate of the percentage of time that the partner will devote to the planning and operation of the project.

Intergovernmental review

This funding opportunity is not subject to [Executive Order 12372](#). (In completing the SF-424, applicants are to make the appropriate selection in response to question 19 to indicate that the “Program is not covered by E.O. 12372.”)

Plain Writing Attestation Letter

For the deliverables offered with this Cooperative Agreement, applicants should provide a letter

attesting to the adherence of requirements of the Plain Writing Act of 2010 and NIC Guidelines for Preparing and Submitting Manuscripts for Publication <https://nicic.gov/plainlanguage>. Include a section describing the evaluation methods that were used to support plain writing claims. NIC reserves the right, prior to making an award decision, to perform testing on some or all of the applicant's proposed deliverables to validate claims made in the plain writing attestation letter.

5. SUBMISSION REQUIREMENTS AND DEADLINES

Address to Request Application Package. This Notice of Funding Opportunity contains all information required to submit a complete application package.

How to Apply

Applicants must register in and submit applications through Grants.gov, a “one-stop storefront” to find federal funding opportunities and apply for funding. Find complete instructions on how to register and submit an application [here](#). Applicants that experience technical difficulties during this process should call the Grants.gov Customer Support Hotline at 800-518-4726 or 606-545-5035, 24 hours a day, 7 days a week, except federal holidays.

Registering with Grants.gov

A one-time process; however, processing delays may occur, and it can take several weeks for first-time registrants to receive confirmation and a user password. NIC encourages applicants to register several weeks before the application submission deadline. In addition, NIC urges applicants to submit applications 72 hours prior to the application due date to allow time to receive validation messages or rejection notifications from Grants.gov, and to correct in a timely fashion any problems that may have caused a rejection notification.

NIC strongly encourages all prospective applicants to sign up for Grants.gov email notifications regarding this solicitation <https://www.grants.gov/connect/manage-subscriptions/>. If this solicitation is cancelled or modified, individuals who sign up with Grants.gov for updates will be automatically notified.

Browser Information

Grants.gov was built to be compatible with Internet Explorer. For technical assistance with Google Chrome, or another browser, contact Grants.gov Customer Support.

Attachments

Grants.gov has two categories of files for attachments: “mandatory” and “Other Attachments Form / Attachments” NIC receives all files attached in both categories. Attachments are also labeled to describe the file being attached (e.g., Project Narrative, Budget Narrative, Other) and are labeled correctly. Do not embed “mandatory” attachments within another file.

File Names and File Types

Grants.gov only permits the use of certain specific characters in names of attachment files. Valid

file names may include only the characters shown in the table below. Grants.gov is designed to reject any application that includes an attachment(s) with a file name that contains any characters not shown in the table below.

Characters	Special Characters		
Upper case (A – Z)	Parenthesis ()	Curly braces { }	Square brackets []
Lower case (a – z)	Ampersand (&)	Tilde (~)	Exclamation point (!)
Underscore (_)	Comma (,)	Semicolon (;)	Apostrophe (‘)
Hyphen (-)	At sign (@)	Number sign (#)	Dollar sign (\$)
Space	Percent sign (%)	Plus sign (+)	Equal sign (=)
Period (.)	When using the ampersand (&) in XML, applicants must use the “&” format		

NIC strongly recommends that applicants use appropriately descriptive file names (e.g., “Accessibility Conformance Report”, “Program Narrative,” “Budget Detail Worksheet and Budget Narrative,” “Timelines,” “Memoranda of Understanding,” “Résumés”) for all attachments. Also, NIC recommends that applicants include résumés in a single file.

All applicants are required to complete the following steps:

NIC may not make a federal award to an applicant until the applicant has complied with all applicable SAM registration requirements. If an applicant has not fully complied with the requirements by the time the federal awarding agency is ready to make a federal award, the federal awarding agency may determine that the applicant is not qualified to receive a federal award and use that determination as a basis for making a federal award to another applicant.

Acquire and maintain registration with the System for Award Management (SAM).

SAM is the repository for standard information about federal financial assistance applicants, recipients, and subrecipients.

Applicants must maintain an active SAM registration with current information, including information on a recipient's immediate and highest level owner and subsidiaries, as well as on all predecessors that have been awarded a Federal contract or grant within the last three years, if applicable, at all times during which it has an active Federal award or an application or plan under consideration by a Federal awarding agency; and provide its unique entity identifier in each application or plan it submits to the Federal awarding agency.

Applicants must be registered in SAM to successfully register in Grants.gov, failure to register with SAM will prevent your organization from applying through Grants.gov. Applicants must continue to maintain and active SAM registration with current information at all times in which it has an active Federal award or an application or plan under consideration by a Federal awarding agency. Information regarding SAM registration and Federal awards can be found in the CFR (Title 2/SubtitleA/Chapter I/Part 25): <https://www.ecfr.gov/on/2022-03-18/title-2/subtitle-A/chapter-I/part-25>

Applicants cannot successfully submit their applications until Grants.gov receives the SAM registration information. The information transfer from SAM to Grants.gov can take as long as

48 hours. NIC recommends that the applicant register or renew registration with SAM as early as possible. NIC may not make a Federal award to an applicant until the applicant has complied with all applicable unique entity identifier and SAM requirements and, if an applicant has not fully complied with the requirements by the time the federal awarding agency is ready to make a Federal award, NIC may determine that the applicant is not qualified to receive a Federal award and may make an award to another applicant.

Access information about SAM registration procedures [here](#).

Click [here](#) for further details SAM, and Grants.gov registration steps and timeframes.

Submission Dates and Times

All applications are due: 11:59pm, July 30, 2026.

Acquire an Authorized Organization Representative (AOR) and a Grants.gov username and password

Complete the AOR profile on Grants.gov and create a username and password. For more information about the registration process, go [here](#).

Acquire confirmation for the AOR from the E-Business Point of Contact (E-Biz POC). The E-Biz POC at the applicant organization must log into Grants.gov to confirm the applicant organization's AOR. When applications are submitted through Grants.gov, the name of the organization's AOR that submitted the application is inserted into the signature line of the application, serving as the electronic signature. The EBiz POC must authorize individuals who are able to make legally binding commitments on behalf of the organization as an AOR; this step is often missed and it is crucial for valid and timely submissions.

Search for the funding opportunity on Grants.gov

Use the following identifying information when searching for the funding opportunity on Grants.gov. The Assistance Listing Number for this solicitation is 16.601 and the funding opportunity number is NIC-26JD01

Access Funding Opportunity and Application package from Grants.gov. Select "Apply for Grants" under the "Applicants" column. Enter your email address to be notified of any changes to the opportunity package before the closing date. Click the Workspace icon to use Grants.gov Workspace.

Submit a valid application consistent with this solicitation by following the directions in Grants.gov. Within 24–48 hours after submitting the electronic application, the applicant should receive two notifications from Grants.gov. The first will confirm the receipt of the application and the second will state whether the application has been successfully validated, or rejected due to errors, with an explanation. It is possible to first receive a message indicating that the application is received and then receive a rejection notice a few minutes or hours later. Submitting well ahead of the deadline provides time to correct the problem(s) that caused the rejection. **Important:** NIC urges applicants to submit applications at least 72 hours prior to the application due date to allow time to receive validation messages or rejection notifications from

Grants.gov, and to correct in a timely fashion any problems that may have caused a rejection notification.

How to Submit an Application to the National Institute of Corrections via Grants.gov

[How to Apply for Grants | Grants.gov](#)

Grants.gov applicants can apply online using Workspace

Workspace is a shared, online environment where members of a grant team may simultaneously access and edit different webforms within an application. For each funding opportunity announcement (FOA), you can create individual instances of a workspace.

Below is an overview of applying on Grants.gov. For access to complete instructions on how to apply for opportunities, refer to: <https://www.grants.gov/applicants/workspace-overview>

-Create a Workspace: Creating a workspace allows you to complete it online and route it through your organization for review before submitting.

-Complete a Workspace: Add participants to the workspace to work on the application together, complete all the required forms online or by downloading PDF versions, and check for errors before submission. The Workspace progress bar will display the state of your application process as you apply. As you apply using Workspace, you may click the blue question mark icon near the upper-right corner of each page to access context-sensitive help.

-Adobe Reader: If you decide not to apply by filling out webforms you can download individual PDF forms in Workspace. The individual PDF forms can be downloaded and saved to your local device storage, network drive(s), or external drives, then accessed through Adobe Reader.

NOTE: Visit the Adobe Software Compatibility page on Grants.gov to download the appropriate version of the software at: <https://www.grants.gov/applicants/adobe-software-compatibility>

-Mandatory Fields in Forms: In the forms, you will note fields marked with an asterisk and a different background color. These fields are mandatory fields that must be completed to successfully submit your application.

-Complete SF-424 Fields First: The forms are designed to fill in common required fields across other forms, such as the applicant name, address, and UEI (Unique Entity Identifier). Once it is completed, the information will transfer to the other forms.

-Submit a Workspace: An application may be submitted through workspace by clicking the Sign and Submit button on the Manage Workspace page, under the Forms tab. Grants.gov recommends submitting your application package at least 24-48 hours prior to the close date to provide you with time to correct any potential technical issues that may disrupt the application submission.

-Track a Workspace Submission: After successfully submitting a workspace application, a Grants.gov Tracking Number (GRANTXXXXXXXX) is automatically assigned to the application. The number will be listed on the Confirmation page that is generated after submission. Using the tracking number, access the Track My Application page under the

Applicants tab or the Details tab in the submitted workspace.

For additional training resources, including video tutorials, refer to:

<https://www.grants.gov/applicants/applicant-training>

Applicant Support

Grants.gov provides applicants 24/7 support via the toll-free number 1-800-518-4726 and email at support@grants.gov. For questions related to the specific grant opportunity, contact the number listed in the application package of the grant you are applying for. If you are experiencing difficulties with your submission, it is best to call the Grants.gov Support Center and get a ticket number. The Support Center ticket number will assist the National Institute of Corrections with tracking your issue and understanding background information on the issue.

Timely Receipt Requirements and Proof of Timely Submission

Online Submission. All applications must be received by 11:59 pm Eastern time on the due date established for each program. Proof of timely submission is automatically recorded by Grants.gov. An electronic date/time stamp is generated within the system when the application is successfully received by Grants.gov. The applicant with the AOR role who submitted the application will receive an acknowledgement of receipt and a tracking number (GRANTXXXXXXXX) from Grants.gov with the successful transmission of their application. This applicant with the AOR role will also receive the official date/time stamp and Grants.gov Tracking number in an email serving as proof of their timely submission.

When the National Institute of Corrections successfully retrieves the application from Grants.gov, and acknowledges the download of submissions, Grants.gov will provide an electronic acknowledgment of receipt of the application to the email address of the applicant with the AOR role who submitted the application. Again, proof of timely submission shall be the official date and time that Grants.gov receives your application. Applications received by Grants.gov after the established due date for the program will be considered late and will not be considered for funding by the National Institute of Corrections.

Applicants using slow internet, such as dial-up connections, should be aware that transmission can take some time before Grants.gov receives your application. Again, Grants.gov will provide either an error or a successfully received transmission in the form of an email sent to the applicant with the AOR role attempting to submit the application. The Grants.gov Support Center reports that some applicants end the transmission because they think that nothing is occurring during the transmission process. Please be patient and give the system time to process the application.

Duplicate applications

If an applicant submits multiple versions of the same application, NIC will review only the most recent system-validated version submitted.

Experiencing Unforeseen Grants.gov Technical Issues

Applicants that experience unforeseen Grants.gov technical issues beyond their control that prevent them from submitting their application by the deadline must contact the Grants.gov [Customer Support Hotline](#) or the [SAM Help Desk](#) to report the technical issue and receive a

tracking number. The applicant must e-mail the Response Center information to ccoblentz@bop.gov within 24 hours after the application deadline and request approval to submit their application. The e-mail must describe the technical difficulties, and include a timeline of the applicant's submission efforts, the complete grant application, the applicant's UEI number, and any Grants.gov Help Desk or SAM tracking number(s). Note: NIC does not automatically approve requests. After the program office reviews the submission and contacts the Grants.gov or SAM Help Desks to validate the reported technical issues, NIC will inform the applicant whether the request to submit a late application has been approved or denied. If NIC determines that the applicant failed to follow all required procedures, which resulted in an untimely application submission, NIC will deny the applicant's request to submit their application.

The following conditions are insufficient to justify late submissions:

- failure to register in SAM or Grants.gov in sufficient time; (SAM registration and renewal can take as long as 10 business days to complete. The information transfer from SAM to Grants.gov can take up to 48 hours.)
- failure to follow Grants.gov instructions on how to register and apply as posted on its website;
- failure to follow each instruction in the NIC solicitation; and
- technical issues with the applicant's computer or information technology environment, including firewalls.

Notifications regarding known technical problems with Grants.gov, if any, are posted on [NIC's](#) website.

6. APPLICATION REVIEW INFORMATION

Selection Criteria

The following three (3) selection review criteria will be used to evaluate each application, with the different weight given to each based on the percentage value listed after each individual criteria. For example, the first criteria, Programmatic Review, is worth 40 percent of the entire score in the application review process.

Programmatic Review (40)

- Project tasks adequately discussed?
- Clear statement of how each task will be accomplished?

Organizational Review (35)

- Skills of the proposed project members.
- Organizational capacity to complete all project tasks.
- Realistic and sufficient project and management plans to complete within the time frame.

Management/Administrative Review (25)

- Identification of reasonable objectives.

- Reasonable justification for inclusion of consultants or partnerships if used.
- Realistic budget proposed.

See section What an Application Should Include for the criteria that the peer reviewers will use to evaluate applications.

Review Process

NIC is committed to ensuring a fair and open process for awarding grants. NIC reviews the application to make sure that the information presented is reasonable, understandable, measurable, and achievable, as well as consistent with the solicitation.

Peer reviewers will review the applications submitted under this solicitation that meet basic minimum requirements. For purposes of assessing whether applicants have met basic minimum requirements, NIC screens applications for compliance with specified program requirements to help determine which applications should proceed to further consideration for award. Although program requirements may vary, the following are common requirements applicable to all solicitations for funding under NIC grant programs:

- Applications must be submitted by an eligible type of applicant.
- Applications must request funding within programmatic funding constraints (if applicable).
- Applications must be responsive to the scope of the solicitation.
- Applications must include all items designated as “critical elements”.
- Applicants will be checked against the General Services Administration’s Excluded Parties List.

For a list of critical elements, see “What an Application Should Include” under Section D. Application and Submission Information.

NIC may use internal peer reviewers, external peer reviewers, or a combination, to assess applications meeting basic minimum requirements on technical merit using the solicitation’s selection criteria. An external peer reviewer is an expert in the subject matter of a given solicitation who is not a current DOJ employee. An internal reviewer is a current NIC employee who is well-versed or has expertise in the subject matter of this solicitation. A peer review panel will evaluate, score, and rate applications that meet basic minimum requirements. Peer reviewers’ ratings and any resulting recommendations are advisory only, although their views are considered carefully. In addition to peer review ratings, considerations for award recommendations and decisions may include, but are not limited to, underserved populations, geographic diversity, strategic priorities, past performance under prior NIC and NIC awards, and available funding.

NIC reviews applications for potential discretionary awards to evaluate the risks posed by applicants before they receive an award. This review may include but is not limited to the following:

- Financial stability and fiscal integrity.

- Quality of management systems and ability to meet the management standards prescribed in the Financial Guide.
- History of performance.
- Reports and findings from audits.
- The applicant's ability to effectively implement statutory, regulatory, or other requirements imposed on non-Federal entities.
- Proposed costs to determine if the Budget Detail Worksheet and Budget Narrative accurately explain project costs, and whether those costs are reasonable, necessary, and allowable under applicable federal cost principles and agency regulations.

Risk Review

Prior to making a Federal award, the Federal awarding agency is required by [2 CFR 200.206](#), to review information available through any OMB–designated repositories of government–wide eligibility qualification or financial integrity information. Therefore, application evaluation criteria may include the following risk–based considerations of the applicant: (1) financial stability; (2) quality of management systems and ability to meet management standards; (3) history of performance in managing federal award; (4) reports and findings from audits; and (5) ability to effectively implement statutory, regulatory, or other requirements.

Prior to making a Federal award with a total amount of Federal share greater than the simplified acquisition threshold, currently \$350,000, the federal agency must review and consider any information about the applicant that is in the responsibility/qualification records available in SAM.gov.

- An applicant can review and comment on any information in the responsibility/qualification records available in SAM.gov.
- Before making decisions in the risk review required by 2 CFR 200.206, the Federal awarding agency will consider any comments by the applicant along with information available in the responsibility/qualification records in SAM.gov.

Absent explicit statutory authorization or written delegation of authority to the contrary, all final award decisions will be made by the NIC Director, who may consider factors including, but not limited to, peer review ratings, underserved populations, geographic diversity, strategic priorities, past performance under prior NIC awards, and available funding when making awards.

7. AWARD NOTICES

This section must address what a successful applicant can expect to receive following selection.

Federal Award Notices

NIC award notification will be made by the NIC Director or designated official and sent from NIC’s Office via E-mail, FedEx or USPS within 45 days of the award decision. The award is the official document that obligates funds.

Modification, Remedies for Noncompliance, Termination

This Agreement may be modified only by a written instrument executed by the parties. Modifications will be in writing and approved by the Senior Deputy Director/Deputy Director and the authorized representative of the awardee/recipient.

Additional conditions may be imposed by NIC if it is determined that the awardee is non-compliant to the terms and conditions of this agreement. Remedies for Noncompliance can be found in [2 CFR 200.338](#).

This Agreement may be terminated consistent with applicable termination provisions for Agreements found in [2 CFR 200.339 through 200.343](#).

In accordance with 2 CFR 200.339, NIC may implement specific conditions if the awardee fails to comply with the terms and conditions of the Federal award. Per 2 CFR 200.208, these specific conditions may be implemented based on the following factors: (i) review of OMB-designated repositories of government-wide data; (ii) receipt's or subrecipient's history of compliance with terms and conditions of Federal awards; (iii) ability to meet expected performance goals; and (iv) determination of whether a recipient or subrecipient has inadequate financial capability to perform the Federal award. For a list of specific conditions NIC may implement please refer to 2 CFR 200.208.

If NIC determines that noncompliance cannot be remedied by imposing specific conditions, NIC may implement certain actions as implemented by 2 CFR 200.339.

If a termination is due to the awardee's material failure to comply with applicable Federal statutes, regulations, or the terms and conditions of this Federal award, the NIC will issue a written notification to the awardee of NIC's intent to terminate the agreement for material noncompliance in accordance with 2 C.F.R. § 200.340.

The Federal award may also be terminated if the award no longer effectuates the program goals or agency priorities, in accordance with 2 CFR 200.340.

A notice of NIC's intent to terminate the award for material noncompliance may be appealed to the NIC Director of the NIC within 30 calendar days of receiving the notice. The awardee may provide information and documentation challenging the termination action. The filing of an appeal with the NIC Director shall not stay any determination or action taken by NIC which is the subject of the appeal.

Consistent with its obligation to protect the interests of the Federal Government, NIC may take such authorized actions as may be necessary to preserve the status quo pending decision by the NIC Director, or to preserve its ability to provide relief in the event the NIC Director decides in favor of the appellant. The decision of the NIC Director shall be the final decision of the NIC. Cooperative Agreement may also be subject to termination if an award no longer effectuates the program goals or agency priorities [2 CFR 200.340\(a\)\(4\)](#).

Compliance with Executive Orders

The Recipient shall comply with all applicable federal laws, regulations, and executive orders, including but not limited to those issued by the President of the United States and in effect at the time of the award or during the performance period of this cooperative agreement. The Recipient agrees to adhere to any terms, conditions, or requirements set forth in executive orders that are relevant to the activities funded under this agreement, as directed by the awarding agency. Failure to comply with applicable executive orders may result in the suspension, termination, or recovery of grant funds, as permitted by law.

8. POST-AWARD REQUIREMENTS AND ADMINISTRATION

Rights in Data

The awardee must grant the Federal Bureau of Prisons, including the NIC, a royalty-free, non-exclusive and irrevocable license to publish, reproduce and use, and dispose of in any manner and for any purpose without limitation, and to authorize or ratify publication, reproduction or use by others, of all copyrightable material, or any subsequently trademarked titles, phrases, words, or symbols first produced or composed under this Agreement by the awardee, its employees or any individual or concern specifically employed or assigned to originate and prepare such material.

Payments

Under this agreement payments will be made in accordance with [2 C.F.R. 200.305](#). Pursuant to 2 C.F.R. § 200.305(b)(6), NIC may withhold payments for allowable costs as a remedy for noncompliance in accordance with [2 C.F.R. 200.338](#), or if one or more of the circumstances in [2 C.F.R. 200.305](#) apply, which includes the awardee's failure to comply with the project objectives, Federal statutes, regulations, or the terms and conditions of this agreement.

Awardee/Recipient Employee Whistleblower Rights and Requirement to Inform Employees of Whistleblower Rights

This award and employees working on this financial assistance agreement will be subject to the whistleblower rights and remedies in the pilot program on Award Recipient employee whistleblower protections established at 41 U.S.C. 4712 by section 828 of the National Defense Authorization Act for Fiscal Year 2013 (Pub. L. 112-239).

The Award Recipient shall inform its employees in writing, in the predominant language of the workforce, of employee whistleblower rights and protections under 41 U.S.C. 4712.

The Award Recipient shall insert the substance of this clause in all subawards or subcontracts over the simplified acquisition threshold.

Conflict of Interest

The awardee must establish safeguards to prohibit its employees and Subrecipients from using their positions for purposes that constitute or present the appearance of a personal or organizational conflict of interest. The awardee is responsible for notifying the Awarding Officer in writing of any actual or potential conflicts of interest that may arise during the life of this

award. Conflicts of interest include any relationship or matter which might place the awardee or its employees in a position of conflict, real or apparent, between their responsibilities under the agreement and any other outside interests. Conflicts of interest may also include, but are not limited to, direct or indirect financial interests, close personal relationships, positions of trust in outside organizations, consideration of future employment arrangements with a different organization, or decision-making affecting the award that would cause a reasonable person with knowledge of the relevant facts to question the impartiality of the awardee and/or awardee's employees and Subrecipients in the matter.

The Awarding Officer and the servicing Ethics Counselor will determine if a conflict of interest exists. If a conflict of interest exists, the Awarding Officer will determine whether a mitigation plan is feasible. Mitigation plans must be approved by the Awarding Officer in writing.

Failure to resolve conflicts of interest in a manner that satisfies the government may be cause for termination of the award. Failure to make required disclosures may result in any of the remedies described in [2 CFR 200.339](#), Remedies/or Noncompliance, including suspension or debarment (see also 2 CFR Part 180).

Administrative, National Policy, and Other Legal Requirements

If selected for funding, in addition to implementing the funded project consistent with the agency-approved project proposal and budget, the recipient must comply with award terms and conditions, and other legal requirements, including but not limited to OMB or other federal regulations that will be included in the award, incorporated into the award by reference, or are otherwise applicable to the award. NIC strongly encourages prospective applicants to review the information pertaining to these requirements prior to submitting an application.

As stated above, NIC anticipates that it will make any award from this solicitation in the form of a cooperative agreement. Cooperative agreement awards include standard “federal involvement” conditions that describe the general allocation of responsibility for execution of the funded program. Generally stated, under cooperative agreement awards, responsibility for the day-to-day conduct of the funded project rests with the recipient in implementing the funded and approved proposal and budget, and the award terms and conditions.

Responsibility for oversight and redirection of the project, if necessary, rests with NIC. NIC's role will include the following tasks:

- reviewing and approving major work plans, including changes to such plans, and key decisions pertaining to project operations.

- reviewing and approving major project-generated documents and materials used in the provision of project services; and

- providing guidance in significant project planning meetings and participating in project sponsored training events or conferences, serve as a subject matter expert.

In addition to any “federal involvement” condition(s), NIC cooperative agreement awards include

a special condition specifying certain reporting requirements required in connection with conferences, meetings, retreats, seminars, symposium, training activities, or similar events funded under the award, consistent with NIC policy and guidance on conference approval, planning, and reporting.

Plain Language

The successful applicant shall ensure that relevant deliverables (with information regarding a service, benefit, or requirement provided by the government) conform to the Plain Writing Act of 2010, meaning that it should contain only writing that is clear and that outlines information in manner that is easy to use. (See <http://www.nicic.gov/plainlanguage> and <https://plainlanguage.gov/law/> for details.) Relevant deliverables covered by this award will be determined in collaboration with the National Institute of Corrections.

Section 508 Accessibility

The successful applicant shall ensure that all information and communication technologies (ICT) (e.g., Word or PDF documents, video, audio, mobile technologies, or apps) fully conform to all applicable revised Section 508 standards prior to delivery and before final acceptance. See <https://www.section508.gov/>

The successful applicant shall test and validate all ICT in accordance with the required testing methods. For Microsoft Office and PDF documents, WCAG Level A and AA Conformance test results must be based on the Harmonized Testing Guidance from the AED ACOP (see <http://www.nicic.gov/section508> and [Test for Accessibility | Section508.gov](http://www.nicic.gov/section508/test-for-accessibility) for details).

Electronic and Information Technology: All electronic and information technology acquired or created through this cooperative agreement must satisfy the accessibility requirements of Section 508 of the Rehabilitation Act <https://www.section508.gov/>

Create Accessible Documents

<https://www.section508.gov/create/documents>

Create Accessible PDF's

<https://www.section508.gov/create/pdfs>

WCAG: Web Content Accessibility Guidelines

<http://www.w3.org/WAI/WCAG21/quickref/?versions=2.0>

ICT: Information and Communication Technology Standards and Guidelines

<https://www.access-board.gov/guidelines-and-standards/communications-and-it/about-the-ict-refresh/final-rule>

Checklist of Requirements for Federal Websites and Digital Services

<https://digital.gov/resources/checklist-of-requirements-for-federal-digital-services/>

Paperwork Reduction Act

In accordance with the Paperwork Reduction Act (PRA), Cooperative Agreement awardee shall

not proceed with collecting information from surveys, questionnaires, or interviews until Project Monitor obtains approval from Office of Management and Budget clearance. For any Cooperative Agreement award involving a requirement to collect or record information calling either for answers to identical questions from 10 or more persons other than Federal employees, or information from Federal employees which is outside the scope of their employment, for use by the Federal Government or disclosure to third parties, the Cooperative Agreement awardee must comply with the PRA of 1995 (44 U.S.C. 3501et seq.).

General Information about Post-Federal Award Reporting Requirements

Recipients must submit quarterly financial reports, semi-annual progress reports, final financial and progress reports, and, if applicable, an annual audit report in accordance with 2 CFR 200. Future awards and fund drawdowns may be withheld if reports are delinquent.

Special Reporting requirements may be required by NIC depending on the statutory, legislative or administrative obligations of the recipient or the program.

9. OTHER INFORMATION

Provide Feedback to NIC

To assist NIC in improving its application and award processes, we encourage applicants to provide feedback on this solicitation, the application submission process, and/or the application review/peer review process. Provide feedback to ccoblentz@bop.gov.

IMPORTANT: This e-mail is for feedback and suggestions only. Replies are not sent from this mailbox. If you have specific questions on any program or technical aspect of the solicitation, you must directly contact the e-mail listed on the front of this solicitation document. These contacts are provided to help ensure that you can directly reach an individual who can address your specific questions in a timely manner

Application Checklist

NIC FY 2026 Staffing Analysis Implementation Program

This application checklist has been created to assist in developing an application.
What an Applicant Should Do:

Prior to Registering in Grants.gov:

_____ Acquire or renew registration with SAM

To Register with Grants.gov:

_____ Acquire AOR and Grants.gov username/password

_____ Acquire AOR confirmation from the E-Biz POC

To Find Funding Opportunity:

_____ Search for the Funding Opportunity on Grants.gov

_____ Download Funding Opportunity and Application Package

_____ Sign up for Grants.gov email notifications (optional)

After application submission, receive Grants.gov email notifications that:

_____ (1) application has been received,

_____ (2) application has either been validated or rejected

If no Grants.gov receipt, and validation or error notifications are received: contact NIC regarding experiencing technical difficulties.

Scope Requirement:

_____ *The federal amount requested is within the allowable limit(s) of \$ 200,000.00.

Eligibility Requirement:

_____ Nonprofit or for-profit organization, including tribal nonprofit or for-profit organization.

_____ Institution of higher education, including tribal institution of higher education.

What an Application Must Include:

_____ *Application for Federal Assistance (SF-424)

_____ *Project Abstract

_____ *Program Narrative

_____ *Budget Detail Worksheet

_____ *Budget Narrative justification

_____ *Disclosure of Lobbying Activities (SF-LLL)

_____ *Logic model

_____ *Indirect Cost Rate Agreement (if applicable)

_____ *timeline or milestone chart

_____ *résumés of all key personnel

_____ *VPAT (Voluntary Product Accessibility Template)

_____ *Tribal Authorizing Resolution (if applicable)

Additional Attachments:

_____ Applicant Disclosure of Pending Applications

_____ Applicant Disclosure of High Risk Status

_____ job descriptions outlining roles and responsibilities for all key positions

_____ letters of support/memoranda of understanding from partner organizations

_____ evidence of nonprofit status, e.g., a copy of the tax exemption letter from the Internal Revenue Service, if applicable.

_____ evidence of for-profit status, e.g., a copy of the articles of incorporation, if applicable.

_____ Employee Compensation Waiver request

***Note:** These elements are the basic minimum requirements for applications. Applications that do not include these elements shall neither proceed to peer review nor receive further consideration by the National Institute of Corrections.