

NOTICE OF AVAILABILITY OF FUNDS



California Workforce Development Board
In Coordination with the
Employment Development Department

On behalf of the
California Labor and Workforce Development Agency

**Workforce Innovation and Opportunity Act
Regional Plan Implementation/SlingShot 4.0
Program Year Funding 2020/21**

Request for Applications (RFA)

2020

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**Workforce Innovation and Opportunity Act
Regional Plan Implementation/Slingshot 4.0 2020/21
Request for Applications**

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Section 1: Overview

A. Introduction

The Labor and Workforce Development Agency, the California Workforce Development Board (CWDB), and the Employment Development Department (EDD) are pleased to announce \$4,940,000 in Workforce Innovation and Opportunity Act (WIOA) Governor’s discretionary funds for Regional Plan Implementation/Slingshot 4.0 (RPI 4.0) projects, focused on the implementation of the Regional Workforce Plans for California’s fifteen (15) Regional Planning Units (RPUs), \$200,000 to select a Technical Assistance (TA) provider to provide training and technical assistance to the 15 RPUs as they implement the regional plans and efforts funded by RPI 4.0, and \$200,000 to select an organization to perform Evaluation on the progress and impact of the State Board’s RPI 4.0 investments.

This Request for Applications (RFA) contains three application options; RPU Projects, TA, and Evaluation.

The purpose of the RPI 4.0 funding is to support the RPUs in their efforts to develop regional leadership, and organize regional industry leaders and workforce, education, and economic development partners to promote systems change and worker empowerment by building a “high road” economy based on equity, skills, innovation, and shared prosperity that:

- Supports and achieves equity by assuring quality jobs for all and targets services and training to workers hardest hit by discrimination, economic exclusion, and exploitation
- Builds economically resilient communities by addressing environmental concerns
- Supports and invests collaborating with employers to assure quality jobs are generated that provide the pay, benefits, physical safety, stable schedule, and career pathways that result in economic mobility.

RPI 4.0 funding allows RPUs the opportunity to strategize and develop initiatives and partnerships to support continued efforts in implementing the three policy objectives of the California’s Strategic Workforce Plan:

- **Fostering demand-driven skills attainment:** Workforce and education programs need to align program content with the state’s industry sector needs so as to provide California’s employers and businesses with the skilled workforce necessary to compete in the global economy.
- **Enabling upward mobility for all Californians:** Workforce and education programs need to be accessible for all Californians, especially populations with barriers to employment, and ensure that everyone has access to a marketable set of skills, and is able to access the level of education necessary to get a good job that ensures both long-term economic self-sufficiency and economic security.
- **Aligning, coordinating, and integrating programs and services:** Workforce and education programs must economize limited resources to achieve scale and impact,

while also providing the right services to clients, based on each client's particular and potentially unique needs, including any needs for skills-development.

B. Background

In 2014 the CWDB embarked upon the Slingshot Challenge, an effort to accelerate income mobility through regional collaboration. Local Workforce Development Boards (LWDB) developed Slingshot regions to work with industry, education, labor, workforce and economic development leaders to identify and solve regional employment challenges. The federal WIOA gave statutory relevance to the Slingshot initiative requiring States to designate RPUs aligned with regional labor markets and requiring regional workforce plans to facilitate the implementation of sector strategies, the coordination and alignment of service delivery systems, the pooling of administrative costs, and the collective development of shared strategies among regionally organized Local Boards. To support the implementation of the regional plans, the CWDB funded **Regional Organizers (ROs)** in each region to support ongoing efforts to enhance collaboration of regional workforce leaders and implement the Regional Plans, **Regional Training Coordinators** to ensure that the staff and partners involved in the regional workforce system receive training and professional development, and **Regional Plan Implementation Grants** to invest in the efforts of the RPUs to implement the goals and objectives of their regional plan. The State also funded TA providers to provide training, subject matter expertise, and address and overcome regional implementation challenges and barriers.

C. Regional Planning Unit Project Objectives

Each RPU must submit 2021-2024 Regional Plans to the CWDB by April 30, 2021. RPUs may apply for RPI 4.0 funds to develop an implementation plan and then implement efforts to strategize, coordinate partnerships, and actualize the goals and objectives of the regional plans.

The policy objectives and activities for this application are focused on building regional partnerships that will ensure the sustainability of regional collaboration achieved through the regional planning process and progress towards building a high road economy focused on race and equity, job quality, income mobility, and climate challenge. RPI 4.0 funds will be used to support the implementation of objectives in the first-year of the 2021-2024 Regional Plan. Applications should build in flexibility, partnership building, strategic analysis, planning activities, benchmarks and anticipated outcomes that will ensure concrete results (training and placement in quality jobs through the efforts of a regional infrastructure/partnership) in future years of the four-year planning cycle.

Regional Organizer

Applicants must include the costs of a ROs in their application.

ROs assist in building momentum and strengthening regional leadership and the workforce delivery system identify and enhance partnerships with industry, education, and workforce development leaders. The ROs will strategically maintain ongoing collaborations to accomplish regional plans goals and enhancing communication between LWDBs, regions and the state.

The ROs are accountable to the LWDB Directors, who are ultimately responsible for the implementation of their Regional Plan. In addition, ROs work with CWDB staff, regional workforce leadership, the state's RO coordinator and the TA provider selected by the CWDB to support regional plan implementation grants. Each RPU determines their RO priorities for the region.

Examples of these RO priorities are:

- Act as the liaison for regional plan implementation between the CWDB and regional leaders and enhance communication between the CWDB and LWDB Directors.
- Act as the liaison between the LWDBs in the region, including scheduling and coordinating meetings between the LWDB(s) in the region and acting as the communication pipeline between the LWDB directors, workforce staff within the region that carry out components of regional planning efforts, and regional workforce leadership.
- Support ongoing dialogue and communication between labor, business, education, community, economic development, and all partners throughout the public workforce system to encourage alignment, leverage funding opportunities, and promote equitable services to individuals with barriers to employment.
- Support LWDB Directors in connecting LWDB board members, CWDB members, and TA providers/evaluators with regional partners to assist in identifying implementation opportunities, and overcoming challenges, barriers, and policy obstacles.
- Support on-going professional development and capacity building for the workforce staff and partners operating in the region.
- Identify and share promising practices and convene efforts that link policy and practice.
- Identify and share other related and relevant state and federal grant projects that should be aligned, coordinated, or leveraged with the regional effort.
- Communicate and participate in meetings with LWDBs and partners to keep them informed about current regional initiatives by sharing challenges, barriers, successes, and lessons learned.

Regional Plan Implementation Activities

Applicants must also propose to provide one or more of the Regional Implementation Activities from the following lists:

1. The development of implementation plans for 4-year regional plans due in 2021 and the implementation of those plans. This includes, but is not limited to:
 - Economic analysis and labor market studies (that add value to or supplement studies and data available through EDD Labor Market Information Division)
 - Development of feedback loops and communication strategies among regional workforce leadership to encourage alignment of regional planning and coordination among partners

- Stakeholder engagement, and inclusion, and strategic partnership development within and across the region (supporting strategic partnership development in singular communities and counties, sub-regional partnership initiatives, and/or expanding or building partnerships across multiple jurisdictions)
 - Support for organizing work. This includes supporting the development of partnerships, organizational development, including assessment, managing, and facilitating organizational change, and/or staff professional development and capacity building between workforce boards, America’s Job Center of California, and other partners
 - Pilot efforts to develop benchmarks for goals and to track outcomes for the regional workforce system
2. Systems Change Initiatives focusing on race, equity, high road economy and COVID-19 response. This includes, but is not limited to:
- Development of change management strategies and/or a foundation of change infrastructure to ensure inclusion and a focus on implementing or scaling high road practices
 - Facilitating community conversations, engagement, and/or training on issues of race, equity and high road principles for the purpose of promoting improved service delivery, income mobility for individuals with barriers to employment, and growth in the regional economy
 - Organizational analysis to improve/streamline service delivery efforts
 - Incorporating or scaling “high road” and “equity” strategies into program design
 - Professional development, training, and capacity building of workforce staff and partners
 - Support for developing, collecting, and reporting benchmark and accountability data
 - Development of pathways (entry level with progression) to middle skills/middle income jobs with income mobility opportunity in sectors driving regional labor markets
 - Development of case-management/coaching services and co-enrollment strategies to engage with participants holistically and assure retention and completion of career pathway programs
 - Development of regional, sub-regional and multi-regional responses to COVID-19, including support for surge occupation recruitment efforts, response to regional layoffs, business engagement/support, and Rapid Response
 - Regional collaboration to address/analyze distance learning, access to technology and digital skills, and digital literacy,
 - Regional partnerships to increase access to broadband, technological devices and digital literacy skills
 - upskilling/reskilling (upward mobility)

D. Regional Planning Unit Project Outcomes

The 2021-2024 Regional Plan submitted by each of the RPU's will establish regional goals related to four key Regional Indicators of Coordination and Alignment, listed below. Based on which Regional Plan Implementation Activities are selected from above, the appropriate Regional Indicators of Coordination and Alignment need to be identified. The RPI 4.0 application must identify which Regional Indicators of Coordination and Alignment each RPI 4.0 activity will focus on. It must also include a description of how the RPU will track and accomplish the outcomes of the selected Indicator over the course of the RPI 4.0 initiative and for the duration of the 2021-2024 regional planning period. The description must include regional goal benchmarks (identifying where the region is starting from), how the RPU will measure progress on the proposed activities, and explain how the proposed Regional Plan Implementation Activities will result in meeting the outcome goals.

The RPI 4.0 RPU's, upon award, and by working with the TA Provider and Evaluation team that will be selected under this RFA, must develop the following for each Regional Indicator of Coordination and Alignment that is identified in this application:

- Establish benchmarks,
- Develop a system to collect and report accountability data and
- Connect the data to the Regional Indicators of Coordination and Alignment and regional plan outcome goals.

While tracking may begin during the RPI 4.0 grant period, the intent is to establish the benchmark(s) and tracking system(s) to align with the four year Regional Plan, 2021-2024.

Regional Indicators of Coordination and Alignment Outcomes:

- A. Region has a process to communicate industry workforce needs to supply-side partners
 - a. Outcome 1: Region has developed benchmarks and measurements to track improvement in the number of individuals placed in jobs that align with the sectors and occupations emphasized in the Regional Plan.
 - b. Outcome 2: Region has developed benchmarks and method to track workforce partner professional development training on priority sectors and industry workforce needs.
- B. Region has policies supporting equity and strives to improve job quality.
 - a. Outcome 1: Region has developed benchmarks and measurements to track progress towards ensuring equity and job quality, and serving employers who provide quality jobs that provide economic security through family sustaining wages and comprehensive benefits.
 - b. Outcome 2: Region has developed benchmarks and measurements to track individuals that complete training and/or attain industry recognized

credentials aligned with the sectors and occupations emphasized in the Regional Plan.

- C. Region has shared target populations of emphasis.
 - a. Outcome 1: Region has a system to ensure target populations are served equitably. This may call for new ways to use the demographic data and analysis collected on the individuals enrolled in the regional workforce system or modifications of existing processes to get to the same end.
 - b. Outcome 2: Region has a system to assess the number of individuals placed on a path to the middle class, including incumbent worker training strategies to ensure progression along career pathways.
- D. Region deploys shared/pooled resources to provide services, training, and education to meet target population needs.
 - a. Outcome 1: Region has a system in place to track co-enrollment strategies to engage with participants holistically and track individuals that complete training and/or attain industry recognized credentials aligned with the sectors and occupations emphasized in the Regional Plan.
 - b. Outcome 2: Region has developed benchmarks and method to track workforce staff and partners professional development training on services, training and education to meet target population needs.

E. Technical Assistance

There is \$200,000 available to select a TA Provider to convene regional staff on a regular basis to share information, provide expert advice, perform one-on-one consultation, provide ongoing technical assistance, offer a variety of trainings, and offer support in establishing benchmarks for regional plan goals and developing methods to track progress towards the achievement of the regional plan goals.

The policy objectives and examples of activities for the provision of technical assistance are:

- Providing expert advice, consultation, technical assistance, and support in establishing benchmarks for regional plan goals and developing methods to measure progress towards the achievement of the regional plan goals to support the Regional Plan Implementation
- Developing benchmarks for goals and to measure outcomes for the regional workforce system in coordination with the Evaluation team
- Working with the Evaluator to provide support and guidance to each RPU in developing benchmarks and tracking systems for the Regional Indicators of Coordination and Alignment that the RPU Projects select to focus on for RPI 4.0.
- Facilitating systems change models to have an impact on outcomes

- Providing professional development opportunities for Regional staff and facilitating Regional Organizing Exchanges and conference calls
- Promoting job quality, income mobility, and High Road principles
- Expanding and strengthening sector strategies, career pathways, and apprenticeships
- Aligning and unifying regional business services
- Strengthening partnerships and promoting strategies to ensure success of individuals with barriers to employment
- Provide models and best practices to RPUs seeking to create administrative efficiency through development of regional policies

TA provider applicants must show experience and qualifications in the following:

- Comprehensive understanding of the workforce system, publicly funded innovation initiatives, and public policy;
- Skill set of working with both public and private stakeholders;
- Working with the broader workforce system including local boards, Community Based Organizations (CBOs), training providers, and workforce intermediaries as well if any members have a background in social justice advocacy; and
- Technical assistance for regional projects/work.

F. Evaluation

There is up to \$200,000 available to select an organization to evaluate the Governor’s investment in Regional Plan Implementation. The evaluation will focus on qualitative and quantitative data to assess the success of the investment in developing: regional partnerships; regional career pathway programs that result in placement of populations with barriers to employment in quality jobs; and regional administrative efficiencies and decision making. The Evaluator will collectively work with the State Board to develop a work plan, timeline, interim deliverables, and co-produce a final report with policy recommendations based on findings. The Evaluator will also work with the RPUs, the Regional Organizers and the TA Provider to evaluate the effectiveness and success of Regional Plan Implementation efforts, identify lessons learned, offer guidance and advice on establishing benchmarks, collecting accountability data, and connecting data to regional plan outcome goals, and make recommendations for future investments.

The Evaluator will work with the TA Provider to provide support and guidance to each RPU in developing benchmarks and tracking systems for the Regional Indicators of Coordination and Alignment that the RPU Projects select to focus on for RPI 4.0.

The RPI 4.0 Evaluator should have the following minimum qualifications:

- Experience working with the broader workforce system including local boards, community based organizations, training providers, and workforce intermediaries; preferably with a background in social justice advocacy;
- Accredited and published applied qualitative research.
- Experience working with economic development initiatives, including employer-led sector strategies and employer engagement strategies;
- Comprehensive understanding of the workforce system, publicly funded innovation initiatives, and public policy;
- Skill set of working with both public and private stakeholders; and
- Evaluation program management.

G. Eligible Applicants

RPU Project Applicants

The 15 RPUs in the State of California are eligible to apply. Each RPU must designate one local board as the applicant and lead fiscal agent. Signature proof of this agreement must be included in the application. Only one application may be submitted from each RPU.

TA Provider Applicants

Public and not for profit organizations, academic institutions, and private for-profit businesses that meet the minimum qualifications outlined in this RFA are eligible to apply.

Evaluation Applicants

Public and not for profit organizations, academic institutions, and private for-profit businesses that meet the minimum qualifications outlined in this RFA are eligible to apply.

H. Funding

Funding under this RFA will be provided through the WIOA 15% Governors Discretionary allocation. All awards are subject to the availability of appropriated funds and to any modifications or additional requirements that may be imposed by law. The CWDB reserves the right to adjust the grant term duration, and amount of each grant award based upon the availability of funds and performance. If additional RPI 4.0 funds become available the CWDB may increase the RPU projects, TA or Evaluation award amounts.

I. Allowable Use of Funds

The use of funds awarded in the RFA is governed by the WIOA and its associated federal regulations, state and federal directives, and the federal Office of Management and Budget (OMB) Guidance for Grants and Agreements ([Uniform Guidance for Federal Awards 2 CFR Part 200](#)). Appendices A and B describe the general requirements pertaining to these funds. Annual monitoring will be conducted by the EDD Compliance Review Office and follow a similar protocol as WIOA Title I monitoring. Funds awarded under this RFA cannot be used to purchase real property or construct buildings. A maximum of 10% of the total project budget will be

allowed for administrative costs. The definition of administrative costs is provided in Appendix A.

J. Grant Award and Term

RPU Project Applicants

Grants will range from \$100,000 to \$500,000 for each awarded project, and project duration is intended to be 18 months.

TA Provider Applicants

A grant will be awarded for up to \$200,000, and the project duration is intended to be 18 months.

Evaluation Applicants

A grant will be awarded for up to \$200,000, and the project duration is intended to be 21 months. The goal is to have the Evaluation continue three to six months once the projects end.

No obligation or commitment of funds will be allowed prior to or beyond the grant term end date. Any grant funds not expended during the grant period will be returned to the State.

Section 2: Significant Dates

Table of Significant Dates

Event	Date*
RFA Release	October 14, 2020
Application Webinar Zoom Webinar Link	October 23, 2020 9:00am – 10:00am
Q&A	Accepted and posted weekly to the State Board's website throughout the application process. All questions must be submitted prior to the final posting date.
All Applications Due	December 4, 2020, no later than 3pm PST
Award Announcement	February 2021
Anticipated Grant Term	April 1, 2021 through September 30, 2022

**All dates after the final application submission deadline may be adjusted, without addendum to this RFA.*

Section 3: Questions and Answers

An Application Webinar is scheduled for October 23, 2020 from 9:00 – 10:00 am to review the application requirements and answer questions regarding the RFA.

[Zoom Webinar Link](#)

The CWDB will be using an electronic question and answer process beginning October 14, 2020. All questions can be emailed to RPIinfo@cwdb.ca.gov with the subject line 'RPI 4.0 Question', until November 20, 2020. Final questions will be posted by November 27, 2020. Questions and answers will be compiled and posted on the CWDB website:

[CWDB SlingShot Questions and Answers](#)

Section 4: Application Submission Instructions

The deadline for applications is on or before December 4, 2020, no later than 3pm PST – late proposals will not be accepted.

Applications must be submitted electronically and emailed to:

RPIinfo@cwdb.ca.gov

All applications must be submitted as original documents (*PDF exceptions below) in one .ZIP File. The file must contain all required forms and be labeled in the following naming convention:

RPI4.0_ApplicantOrganization_RPU

*Pages with wet signatures may be scanned and submitted as a PDF.

Section 5: Required Application Content

A. Required Forms

All applications must adhere to the requirements in this section in order to be competitive, and must include all of the requested information, completed forms, and required attachments.

Applications that do not adhere to these requirements will be deemed non-responsive and not be reviewed or considered for funding.

This RFA has three applications, one for the RPU Projects, one for TA Providers and one for Evaluation. There are three separate Exhibit D, Project Narrative templates to choose from. Complete either:

- Exhibit D, Project Narrative – RPU Projects
- Exhibit D, Project Narrative – TA Providers
- Exhibit D, Project Narrative – Evaluation

Below is a list of documents that are required at the time of application submission:

Document Name/Description	Form Provided
Cover Page	YES
Exhibit D: Project Narrative - RPU Projects Exhibit D: Project Narrative - TA Providers Exhibit D: Project Narrative – Evaluation	YES
Exhibit E: Funding Expenditure Plan	YES
Exhibit F: Budget Summary	YES
Exhibit F2: Budget Narrative	YES
Exhibit G: Supplemental Budget	YES
Exhibit I: Work Plan	YES
Exhibit J: Partners Roles & Responsibilities	YES
Letter identifying the Local Board to act as Fiscal Agent on behalf of the RPU. Signatures from partner boards must be included. *Note: not applicable for TA or Evaluation	NO <i>RPU projects must provide</i>

B. Application Content and Scoring

Applications will be reviewed and scored by teams of independent reviewers based on the Evaluation Rubrics as described in Table 1 and Table 2. Scoring will be ranked highest to lowest and will serve as the primary basis for making recommendations for funding amounts.

RPU Project applications and TA Provider applications will scored independently.

- Table 1 includes scoring criteria for RPU Project Applications
- Table 2 includes scoring criteria for TA Provider Applications
- Table 3 includes scoring criteria for Evaluation Applications

RPU Projects Scoring

Table 1 – Application Evaluation Rubric: RPI 4.0 – RPU Projects

Section	Description	Points
Project Narrative and Work Plan Section 1	Exhibit D must include: <ul style="list-style-type: none"> ▪ Describes the RPU and the major objectives of the Regional Plan. ▪ Describes the entity/staff that will be responsible for the Regional Organizer functions (including name of entity 	50 points available

Section	Description	Points
	<p>and staff) and includes the activities that the Regional Organizer will be responsible for completing.</p> <ul style="list-style-type: none"> ▪ If developing implementation plans for the 4-year regional plans due in 2021, and the implementation of those plans, include descriptions of the proposed activities and how activities will be used to support implementation of objectives in the first-year of the 2021-2024 Regional Plan. ▪ If proposing systems change initiatives focusing on race, equity, high road economy and COVID 19 response activities, includes description of proposed activities and how activities will meet the objectives in the first-year of the regional plan. ▪ Based on which Regional Plan Implementation Activities are selected, identify the appropriate Regional Indicators of Coordination and Alignment and a description of how the RPU will establish baselines and tracking systems to reach the outcomes of the selected Indicator/s over the 2021-2024 period. This should include working the TA provider and Evaluation team. ▪ Complete Exhibit I Work Plan, include proposed activities and the timeline for the 18 month grant period. 	
Project Partnership Section 2	<p>Exhibit D continued:</p> <ul style="list-style-type: none"> ▪ Describes partners involved in the RPI 4.0 including their roles and responsibility in successfully implementing the proposed activities. ▪ Describe the region’s experience in convening partners and working collectively to develop common plans and outcomes. ▪ Complete Exhibit J Partners Roles & Responsibilities – include each Local Board in the RPU and what their role is and any additional partner agencies. ▪ Letter identifying the Local Board to act as Fiscal Agent on behalf of the RPU. Signatures from partner boards must be included. 	35 points available

Section	Description	Points
Budget	<ul style="list-style-type: none"> • Complete Budget Exhibits E, F, F2, and G. Applicants must provide detailed budget information and include requested amount. 	15 points available

TA Provider Scoring

Table 2 – Application Rubric: RPI 4.0 – TA Provider

Section	Description	Points
Project Narrative and Work Plan Section 1	<p>Exhibit D must include:</p> <ul style="list-style-type: none"> ▪ Describe the organization and experience in providing training and technical assistance to workforce development programs. ▪ List and describe the specific types of training and technical assistance the organization is proposing to provide to the RPUs. ▪ Describe the organization’s experience convening stakeholders and hosting workforce events. ▪ Describe the organization’s experience providing regional technical assistance, including assistance in establishing benchmarks and tracking progress towards achievement of goals, employer engagement and sector strategies, services to individuals with barriers to employment, and creating shared/aligned policies and procedures. ▪ Include a brief overview of how the organization will coordinate with the Evaluator to assist each RPU in developing benchmarks and tracking systems for the Regional Indicators of Coordination and Alignment each RPU identifies to focus on for RPI 4.0. ▪ Complete Exhibit I Work Plan – include proposed activities and the timeline for the 18 month grant period. 	50 points available
TA Team Section 2	Exhibit D continued:	35 points

Section	Description	Points
	<ul style="list-style-type: none"> ▪ Identify the individual(s) and organizational affiliation representing the TA Provider and his/her experience and qualifications in regards to: <ul style="list-style-type: none"> ○ Comprehensive understanding of the workforce system, publicly funded innovation initiatives, and public policy; ○ Skill set of working with both public and private stakeholders; ○ Working with the broader workforce system including local boards, CBO's, training providers, and workforce intermediaries as well if any members have a background in social justice advocacy; and ○ Technical assistance for regional projects/work. 	available
Budget	<ul style="list-style-type: none"> ▪ Complete Budget Exhibits E, F, F2, and G - Applicants must provide detailed budget information and include requested amount. 	15 points available
Total Points for TA Provider Application		Total of 100 points available

Evaluation Scoring

Table 1 – Application Rubric: RPI 4.0 - Evaluation

Section	Description	Points
Project Narrative and Work Plan Section 1	<p>Exhibit D must include:</p> <ul style="list-style-type: none"> ▪ Describe the organization’s experience evaluating workforce systems and/or regional initiatives. ▪ Describe the research design and suggested methodology that will be employed for this particular initiative. ▪ Provide an explanation of how the research design and qualitative methodology will address the innovative nature of the initiative. ▪ Provide an outline of the project and the project objectives as it 	50 points available

Section	Description	Points
	<p>pertains to the suggested design and methodology, including: assurances and/or self-identified outcomes, participant confidentiality, projected timeline, monthly and quarterly deliverables, interim written work, and final products.</p> <ul style="list-style-type: none"> ▪ Include a brief overview of how the organization will coordinate with the TA Provider to assist each RPU in developing benchmarks and tracking systems for the Regional Indicators of Coordination and Alignment each RPU identifies to focus on for RPI 4.0. ▪ Complete Exhibit I Work Plan - include proposed activities and the timeline for the 21 month grant period. 	
<p>Evaluation Team Section 2</p>	<p>Exhibit D continued:</p> <ul style="list-style-type: none"> ▪ Identify the individual(s) and organizational affiliation(s) represented as the Evaluation team and his/her experience and qualifications in regards to: <ul style="list-style-type: none"> ○ Comprehensive understanding of the workforce system, publicly funded innovation initiatives, and public policy; ○ Skill set of working with both public and private stakeholders; ○ Working with the broader workforce system including local boards, CBO's, training providers, and workforce intermediaries as well if any members have a background in social justice advocacy; and ○ Evaluation of program management. ▪ Provide physical copies or accessible URL links to pertinent accredited and published applied qualitative research. 	<p>35 points available</p>
<p>Budget</p>	<ul style="list-style-type: none"> ▪ Complete Budget Exhibits E, F, F2, and G - Applicants must provide detailed budget information and include requested amount. 	<p>15 points available</p>
<p>Total Points for Evaluation Application</p>		<p>Total of 100 points available</p>

Section 6: Agreement and Contracting

The CWDB and EDD co-manage the RPI 4.0 funds. CWDB is responsible for project management and acts as the primary point of contact, and EDD is the fiscal agent.

Once award announcements occur, CWDB will contact the awardees to finalize subgrant details. If award amounts are different from the amount requested, all exhibits will need to be updated to align with the awarded amount and scope of work activities may need to be adjusted. After the subgrant documents are processed, the EDD will mail the subgrant/subrecipient agreement (contract) to the awardees for signature. The state expects agreement/subgrant negotiations to begin in February 2021 with a project start date estimated as early as April 1, 2021. Awardees are advised to consider whether official action by a county board of supervisors, city council, or other similar decision-making body will be necessary before agreeing to accept funds awarded under this RFA. The time needed for such official action will affect the awardee's ability to meet the project term dates.

Section 7: Administrative and Additional Requirements

All sections in the Code of Federal Regulations (CFR) Part 200 and 2900 require compliance from the awardee agency. There are specific sections of the CFR linked below for reference, however it is the agencies responsibility to review all sections in the CFR to ensure all elements are understood and in compliance:

- [OMB Title 2 CFR Part 200: Uniform Administrative Requirements, Cost Principals, and Audit Requirements for Federal Awards](#)
- [OMB Title 2 CFR Part 2900: Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards](#)

In addition, there are EDD Directives and Information Notices. While not every Directive or Information Notice is relevant for the WIOA 15% Discretionary programs, this RFA does utilize applicable ones and CWDB program staff may share additional ones as resources during the grant period.

- [EDD Directives](#)
- [EDD Information Notices](#)

For agencies using funds to serve participants, WIOA law and sections in CFR Title 20, Chapter V, Part 681, Subpart B and CFR Title 20, Chapter V, Part 680 require compliance.

[WIOA Law](#)

[CFR Title 20, Chapter V, Part 680](#)
[CFR Title 20, Chapter V, Part 681, Subpart B](#)

For the Administrative and Additional Requirements section:

- The term Awardee/Subrecipient refers to the awarded agency that enters into an agreement with the State of California.
- The stand-alone term Subrecipient refers to the agency/s selected by the Awardee/Subrecipient to carry out the program.

A. Monitoring and Audits

After grant approval, awardees are also known as Subrecipients and will be referred to as Awardee/Subrecipient hereafter, and will be monitored and/or audited by the state, in accordance with existing policies, procedures, and requirements governing the use of WIOA funds. The Awardee/Subrecipient is expected to be responsive to all reviewer requests, provide reasonable and timely access to records and staff, facilitate access to subcontractors, and communicate with reviewers in a timely and accurate manner. If performance is insufficient, or project is not performing and making progress towards deliverables, the state will consider placing the agency on cash hold and possibly de-obligating funds.

Awardee/Subrecipient must conduct regular oversight and monitoring of all contractors and their Subrecipients. The purpose of this requirement is to ensure that expenditures meet the cost category and cost limitation requirements of WIOA and the regulations, that there is compliance with other provisions of WIOA and the regulations, assure compliance with the Uniform Guidance, Title 2 CFR part 200 and part 2900, and other applicable laws and regulations, and to provide technical assistance as needed. It is the Awardee/Subrecipients responsibility to ensure that all awarded funds are in compliance with all regulations.

The Awardee/Subrecipients and their Subrecipients, that are units of local government, or non-profit organizations, must ensure that audits required under OMB guidelines, CFR 200.501, are performed and submitted when due. All organizations that are Subrecipients under WIOA Title I and that expend more than the minimum level specified in OMB Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards must have either an organization-wide audit conducted in accordance with Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards or a program-specific financial and compliance audit.

[CFR 200.327 - 200.329 - Performance and Financial Monitoring and Reporting](#)

[CFR 200.330 - 200.332 - Subrecipient Monitoring and Management](#)

[CFR 200.501 - 200.507 - Audit Requirements](#)

B. Record Retention

Awardees/Subrecipients will be required to maintain project and fiscal records sufficient to allow federal, State, and local reviewers to evaluate the project's effectiveness and proper use of funds. The record retention system must include both original and summary (e.g., computer generated)

data sources. Awardees/Subrecipients will retain all records pertinent to this contract for a period of three years from the date of final payment on this subgrant.

[CFR 200.333 – 200.337 – Record Retention](#)

C. Local Agency Policies

As a recipient of WIOA funds, agencies must have a series of local agency policies in place that need to comply with State and Federal regulations. All administrative policies are required and those pertaining to serving participants are only needed when an agency is using grant funds to serve participants. There may be additional policies that are required in the future and some that are not listed here. The local agency policies will be reviewed during monitoring.

CWDB staff can provide examples of local policies and additional guidance.

Administrative Policies

Accounting Systems	Allowable Costs and Cost Classification	Audits and Audit Resolution
Cash Mgmt. (including minimizing cash on hand)	Closeout – Grants and Contracts	Complaints and/or Grievances (participants, staff and bidders)
Conflict of Interest	Debt Collection	Incident Reporting and Grievance
Indirect Costs	Internal Controls/Separation of Duty	Matched and Leveraged Resources (if match is required)
Subrecipient monitoring	Operating Expense Payments	Payroll (salaries and fringe)
Procurement/Purchasing	Program Income (if applicable)	Property Mgmt.
Records Retention	Salary and Bonus Limitations	Travel

Participant Policies – Applicable for RPU Projects using funds to serve participants

Eligibility Determination	Services and Training	Supportive Services
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D. Fiscal

Awardees/Subrecipients need to ensure that all federal and state fiscal requirements are being met by all agencies utilizing the funds awarded under this RFA. In the event, that projects fall behind on spending or deliverables, the Awardee/Subrecipient may be put on cash hold until the issues and concerns are remedied. If a resolution is not reached, there is a possibility that funds will be de-obligated.

Awardees/Subrecipients of WIOA funds will incur expenditures against the subgrant/award and those costs will need to be reimbursed through a Cash Draw in CalJOBS. Upon award,

Awardees/Subrecipients will be asked to complete a cash request in the CalJOBS Cash Draw module in order to receive funds.

Prior to completing the application and exhibits, it is recommended to review the following EDD Directives:

[EDD Directive - CalJOBS Cash Request](#)

[EDD Directive - Allowable Costs and Prior Written Approval Information](#)

[EDD Directive - Procurement of Equipment and Related Services](#)

Note: if leasing equipment is being considered, it must to be included in the procurement analysis. Review Federal Acquisition Regulations (FAR) section 7.400, for additional information on leasing:

[Review Federal Acquisition Regulations](#)

[EDD Directive - Subrecipient and Contractor Distinctions](#)

[EDD Directive - Indirect Cost Rates](#)

[EDD Directive – Guidance on Regional Awards](#)

E. Participant Eligibility

Participant eligibility is only applicable to RPU projects using RPI 4.0 funds to serve participants.

In addition to selecting target populations, any participant being served under this award must meet eligibility requirements as an Adult, Dislocated Worker, or Youth, and be registered, enrolled and have participation created as such, in the CalJOBS system.

Eligibility Requirements for Adults

18 years or older

Selective Service registration for males

Eligibility Requirements for Dislocated Worker:

An individual must meet the definition of “dislocated worker” in the [WIOA](#) Law, sec. 3(15):

- (A)(i) has been terminated or laid off, or who has received a notice of termination or layoff, from employment;
- (ii)(I) is eligible for or has exhausted entitlement to unemployment compensation; or
- (II) has been employed for a duration sufficient to demonstrate, to the appropriate entity at a one-stop center referred to in section 121(e), attachment to the workforce, but is not eligible for unemployment compensation due to insufficient

earnings or having performed services for an employer that were not covered under a State unemployment compensation law; and

(iii) is unlikely to return to a previous industry or occupation;

(B)(i) has been terminated or laid off, or has received a notice of termination or layoff, from employment as a result of any permanent closure of, or any substantial layoff at, a plant, facility, or enterprise;

(ii) is employed at a facility at which the employer has made a general announcement that such facility will close within 180 days; or

(iii) for purposes of eligibility to receive services other than training services described in section 134(c)(3), career services described in section 134(c)(2)(A)(xii), or supportive services, is employed at a facility at which the employer has made a general announcement that such facility will close;

(C) was self-employed (including employment as a farmer, a rancher, or a fisherman) but is unemployed as a result of general economic conditions in the community in which the individual resides or because of natural disasters;

(D) is a displaced homemaker; or

(E)(i) is the spouse of a member of the Armed Forces on active duty (as defined in section 101(d)(1) of title 10, United States Code), and who has experienced a loss of employment as a direct result of relocation to accommodate a permanent change in duty station of such member; or

(ii) is the spouse of a member of the Armed Forces on active duty and who meets the criteria described in paragraph (16)(B).

[Sec 3(15)]

[WIOA Law](#)

Eligibility Requirements for Youth

Youth are either in-school or out-of-school and the eligibility and age requirements are different for each.

In School Youth

In order to receive services as an in-school youth, an individual must meet the following eligibility criteria:

- a. Attending school, including secondary and postsecondary school.
- b. Age 14-21 years old (A youth with disabilities who is in an individualized education program at the age of 22 may be enrolled as an IS youth [TEGL 21-16 and EC 56026]).
- c. Low income individual.
- d. Meets one or more of the following barriers:
 - a. Basic skills deficient.
 - b. An English language learner.
 - c. An offender.
 - d. A homeless individual or runaway.
 - e. An individual in foster care or who has aged out of the foster care system or who has attained 16 years of age and left foster care for kinship guardianship or adoption, a

child eligible for assistance under Section 477 of the Social Security Act, or in an out-of-home placement.

- i. f. Pregnant or parenting (custodial and non-custodial parent including non-custodial fathers).
- j. g. An individual with a disability.
- k. h. An individual who requires additional assistance to complete an educational program or secure and hold employment.

Out of School Youth

One or more of the following barriers:

- a. A school dropout.
- b. A youth who is within the age of compulsory school attendance, but has not attended school for at least the most recent complete school year quarter. i. Note – If the school does not use school year quarters, Local Areas must use calendar quarters.
- c. A recipient of a secondary school diploma or its recognized equivalent who is a low-income individual "start underline" and "end underline" is either basic skills deficient or an English language learner.
- d. An offender.
- e. A homeless individual or a runaway.
- f. An individual in foster care or who has aged out of the foster care system or who has attained 16 years of age and left foster care for kinship guardianship or adoption, a child eligible for assistance under Section 477 of the *Social Security Act*, or in an out-of-home placement.
- g. An individual who is pregnant or parenting (custodial and non-custodial parent including non-custodial fathers). h. An individual with a disability.
- h. A low-income individual who requires additional assistance to enter or complete an educational program or to secure or hold employment.

[Title 20 CFR Section 681.210 - Out of School Youth](#)

[Title 20 CFR Section 681.220 - In School Youth](#)

[WIOA Law](#)

Incumbent Workers include a separate set of eligibility requirements for employers and participants. More information can be found here:

[EDD Directive - Incumbent Worker Training](#)

F. Supportive Services

Supportive Services are only applicable to RPU projects using RPI 4.0 funds to serve participants.

Supportive Services are designed to provide participants necessary resources to allow them to participate in career and education services. Supportive Services can only be provided when participants are participating in career and training services, are unable to obtain the supports from other programs, and they are necessary to enable a participant to participate in career

and education services. A local agency policy must be developed if using grant funds to provide supportive services to participants.

[CFR Title 20, CH V, Part 680, Subpart G – Adult and Dislocated Worker Supportive Services](#)
[CFR 681.570 – Youth Supportive Services](#)

G. Case Management

Case Management is only applicable to RPU projects using RPI 4.0 funds to serve participants.

While case management is a programmatic function, the lead agency is responsible to ensure that all Awardee/Subrecipient staff and their Subrecipients serving participants with WIOA funds, are performing case management in compliance with WIOA regulations. All participants must be eligible for the WIOA program and meet eligibility requirements as an Adult, Dislocated Worker or Youth, and complete both the registration and enrollment process in CalJOBS. This needs to occur prior to any funds being spent on a client. If a client is not eligible for the program and funds are spent, these funds could be deemed unallowable.

Some examples of case management (not exhaustive):

- Eligibility verification – supporting documentation is required
- Creation of a participant file and clearly outlining the service strategy plan
- Detailed case notes explaining all supports to the client
- Justification for all funds spent on the participant that align with the service strategy plan
- Receipts for all expenses. If items are purchased and given to the client, there needs to be a tracking system that shows the client received the items.
- Funds provided in the form of gift cards, require receipts for the full amount of the gift card. There needs to be tracking system that show the client receiving the gift card.
- If work experience or on-the-job training is provided, signed timesheets are required.

During monitoring a thorough review will occur to ensure that the participant is eligible for the program and all funds spent align with the service strategy plan, and are justifiable and allowable. The goal is to create participant files that contain all the necessary documentation and details to tell the story of how this participant was supported while enrolled in the WIOA program.

CalJOBS activity codes will need to be entered as services are provided to participants.

[EDD Directive – CalJOBS Activity Codes](#)

H. Reporting

Subrecipients must have the capability to report expenditures, participant data, and outcome data to the State, in a manner that is timely, thorough, and accurate through CalJOBS, the state's required reporting system. The State will provide training on how to use CalJOBSSM. If the

Awardee/Subrecipient is a Local Board or RPU, work with the respective MIS Administrator for additional assistance.

All Awardee/Subrecipients will be required to have access to CalJOBS for financial reporting and to perform cash draw downs. Only the Awardee/Subrecipients using grant funds to serve participants, will be required to enter participant data into CalJOBS, submit quarterly participant reports, enter project activities and perform case management. The CWDB will provide a quarterly reporting template and it is the expectation that reports provide comprehensive narrative on project activities, information on expenditures, and metrics for participants, reflecting work done by all partners. Reports will be cross-checked with CalJOBS data entry.

The CWDB may request monthly reporting if there are concerns with meeting project outcomes or issues with expenditures. In some instances, a subrecipient may be put on cash hold if reports are not being submitted on time, expenditures are a concern or timely reporting in CalJOBS is not occurring.

Within 60 days of the project termination date, a project closeout report is due. The Monthly and Quarterly Financial Reporting Requirements and WIOA Closeout Requirements on the EDD website, provide further guidance.

[EDD Directive - Participant Reporting Information](#)

[EDD Directive - Fiscal Reporting Information](#)

[EDD Directive - Closeout Reporting Information](#)

I. Compliance

All funds are subject to their related state and federal statutory and regulatory requirements. These requirements are detailed in governing documents that include, but are not limited to, the WIOA and its associated federal regulations, OMB Circulars, CFRs Title 2, Title 20 and Title 29, and EDD Directives and Information Notices.

J. Evaluation

WIOA Sections 134 and 136 (e) provide for the ongoing evaluation of workforce development activities. A statewide activities assessment allows the State to determine the effectiveness of the Governor's 15% Discretionary funds in addressing the identified statewide needs. As part of this RFA, the State will be selecting a statewide evaluation organization and the Awardee/Subrecipient will be required to participate in that evaluation by providing requested data and information. Therefore, all Awardee/ Subrecipients are expected to document lessons learned, and effective/promising practices ascertained through this project.

Appendix A – Administrative Costs

Under the Workforce Innovation and Opportunity Act (WIOA), there is an administrative cost limit of ten percent. The following WIOA Title I function and activities constitute the costs of administration subject to the administrative cost limitation:

- a. The costs of administration are expenditures incurred by direct grant recipients, as well as local grant recipients, local grant sub recipients, local fiscal agents, and which are not related to the direct provision of WIOA services, including services to participants and employers. These costs can be both personnel and non-personnel and both direct and indirect.
- b. The costs of administration are the costs associated with performing the following functions:
 - (1) Performing the following overall general administrative functions and coordination of those functions under WIOA Title I:
 - i. Accounting, budgeting, financial and cash management functions
 - ii. Procurement and purchasing functions
 - iii. Property management functions
 - iv. Personnel management functions
 - v. Payroll functions
 - vi. Coordinating the resolution of findings arising from audits, reviews, investigations and incident reports
 - vii. Audit functions;
 - viii. General legal services functions;
 - ix. Developing systems and procedures, including information systems, required for these administrative functions; and
 - x. Fiscal agent responsibilities
 - (2) Performing oversight and monitoring responsibilities related to WIOA administrative functions.
 - (3) Costs of goods and services required for administrative functions of the program, including goods and services such as rental or purchase of equipment, utilities, office supplies, postage, and rental and maintenance of office space.
 - (4) Travel costs incurred for official business in carrying out administrative activities or the overall management of the WIOA system.
 - (5) Costs of information systems related to administrative functions (for example, personnel, procurement, purchasing, property management, accounting and payroll

systems) including the purchase, systems development and operating costs of such systems.

(6) Specific costs charged to an overhead or indirect cost pool that can be identified directly as administrative costs. Documentation of such charges must be maintained.

c. Additional guidance on costs:

(1) Awards to sub recipients or contractors that are solely for the performance of administrative functions are classified as administrative costs.

(2) Personnel and related non-personnel costs of staff that perform both administrative functions specified in paragraph (b) of this section and programmatic services or activities must be allocated as administrative or program costs to the benefitting cost objectives/categories based on documented distributions of actual time worked or other equitable cost allocation methods.

(3) Specific costs charged to an overhead or indirect cost pool that can be identified directly as a program cost are to be charged as a program cost. Documentation of such charges must be maintained.

(4) Except as provided at paragraph (c)(1) of this section, all costs incurred for functions and activities of sub recipients and contractors are program costs.

(5) Continuous improvement activities are charged to administration or program category based on the purpose or nature of the activity to be improved. Documentation of such charges must be maintained.

(6) Costs of the following information systems including the purchase, systems development, and operational costs (e.g., data entry) are charged to the program category:

- i. Tracking or monitoring of participant and performance information.
- ii. Employment statistics information, including job listing information, job skills information, and demand occupation information.
- iii. Performance and program cost information on eligible providers of training services, youth activities, and appropriate education activities.
- iv. Local Workforce Development Area performance information.
- v. Information relating to supportive services and unemployment insurance claims for program participants.

d. Where possible, entities identified in item (a) must make efforts to streamline the services in paragraphs (b)(1) through (5) of this section to reduce administrative costs by minimizing duplication and effectively using information technology to improve services.

Appendix B - Allowable Costs and Cost Items Matrix

An entity that receives funds under Title I of the Workforce Innovation and Opportunity Act (WIOA) is required to comply with the Office of Management and Budget Uniform Administrative Requirements, Cost Principles, and Audit Requirements Final Rule (Uniform Guidance) ([2 CFR Part 200](#)) and Department of Labor (DOL) exceptions ([2 CFR Part 2900](#)). In general, to be an allowable charge under WIOA, a cost must meet the following criteria:

- a. Be necessary and reasonable for the performance of the award.
- b. Be allocable to the award.
- c. Conform to any limitations or exclusions set forth in the award.
- d. Be consistent with policies and procedures that apply uniformly to both federally financed and other activities of the non-federal entity.
- e. Be accorded consistent treatment.
- f. Be determined in accordance with generally accepted accounting principles.
- g. Not be used to meet cost sharing or matching requirements of any other federally financed program
Note: CWDB allows WIOA discretionary funds to be used towards match of other CWDB WIOA discretionary funded programs and with WIOA Title I formula funds.
- h. Be adequately documented.

Below is a high-level cost items matrix with six columns. The first four columns identify cost items and various entity types. The remaining two columns are reserved for the specific Uniform Guidance sections and DOL exceptions (if applicable). It should be noted that the matrix is intended to be used as an initial tool or quick reference guide, rather than a final authority for making a determination of whether or not a cost would be considered allowable.

The legend key below along with the definitions is intended to help the user understand whether a cost item is allowable or not.

Legend Key	Legend Key Definition
A	Allowable
AP	Allowable with Prior Approval
AC	Allowable with Conditions

Legend Key	Legend Key Definition
U	Unallowable
NS	Not Specified in the Uniform Guidance

If a cost item is denoted with two or more legend keys, users should delve further into the various information sources as they may provide the additional clarity that is needed. If this effort does not provide the necessary information, then the project manager or Regional Advisor should be contacted. The “NS” legend key means that information may not be readily available. In this event, other information sources should be sought out before attempting to contact the project manager or Regional Advisor.

The “AP” legend key means that, in some instances, prior written approval will be required. In this event, the user should adhere to the Uniform Guidance Section 200.407, DOL exceptions Section 2900.16, and contact their project manager or Regional Advisor.

Cost Matrix

	Cost Item	Educational Institutions	Non-Profit Organizations	State, Local & Indian Tribal Governments	Uniform Guidance Section	DOL Exception Section
1	Advertising and public relations	A/U	A/U	A/U	200.421	
2	Advisory councils	AC/U	AC/U	AC/U	200.422	
3	Alcoholic beverages	U	U	U	200.423	
4	Alumni/ae activities	U	NS	NS	200.424	
5	Audit services	AC/U	AC/U	AC/U	200.425	
6	Bad debts	U	U	U	200.426	
7	Bonding costs	A	A	A	200.427	
8	Collection of improper payments	A	A	A	200.428	
9	Commencement and convocation costs	AC/U	NS	NS	200.429	
10	Compensation – personal services	A/U	A/U	A/U	200.430	

	Cost Item	Educational Institutions	Non-Profit Organizations	State, Local & Indian Tribal Governments	Uniform Guidance Section	DOL Exception Section
11	Compensation – fringe benefits	A /U	A /U	A /U	200.431	
12	Conferences	A	A	A	200.432	
13	Contingency provisions	AC/U	AC/U	AC/U	200.433	2900.18
14	Contributions and donations	U	U	U	200.434	
15	Defense and prosecution of criminal and civil proceedings, claims, appeals, and patent infringement	AC/U	AC/U	AC/U	200.435	
16	Depreciation	AC	AC	AC	200.436	
17	Employee health and welfare costs	A	A	A	200.437	
18	Entertainment costs	U/AP	U/AP	U/AP	200.438	
19	Equipment and other capital expenditures	AP/U	AP/U	AP/U	200.439	
20	Exchange rates	AP	AP	AP	200.440	
21	Fines, penalties, damages and other settlements	U/AP	U/AP	U/AP	200.441	
22	Fund raising and investment management costs	U/AP/A	U/AP/A	U/AP/A	200.442	
23	Gains and losses on disposition of depreciable assets	AC	AC	AC	200.443	

	Cost Item	Educational Institutions	Non-Profit Organizations	State, Local & Indian Tribal Governments	Uniform Guidance Section	DOL Exception Section
24	General cost of government	NS	NS	U/A	200.444	
25	Goods or services for personal use	U/AP	U/AP	U/AP	200.445	
26	Idle facilities and idle capacity	AC/U	AC/U	AC/U	200.446	
27	Insurance and indemnification	AC/U	AC/U	AC/U	200.447	
28	Intellectual property	A/U	A/U	A/U	200.448	
29	Interest	AC/U	AC/U	AC/U	200.449	
30	Lobbying	U	U	U	200.450	
31	Losses on other awards or contracts	U	U	U	200.451	
32	Maintenance and repair costs	A	A	A	200.452	
33	Material and supplies costs, including costs of computing devices	A	A	A	200.453	
34	Memberships, subscriptions, and professional activity costs	A/U	A/U	A/U	200.454	
35	Organization costs	U/AP	U/AP	U/AP	200.455	
36	Participant support costs	AP	AP	AP	200.456	
37	Plant and security costs	A	A	A	200.457	
38	Pre-award costs	AP	AP	AP	200.458	

	Cost Item	Educational Institutions	Non-Profit Organizations	State, Local & Indian Tribal Governments	Uniform Guidance Section	DOL Exception Section
39	Professional services costs	A	A	A	200.459	
40	Application costs	A	A	A	200.460	
41	Publication and printing costs	A	A	A	200.461	
42	Rearrangement and reconversion costs	A/AP	A/AP	A/AP	200.462	
43	Recruiting costs	A/U	A/U	A/U	200.463	
44	Relocations costs of employees	AC/U	AC/U	AC/U	200.464	
45	Rental costs of real property and equipment	AC/U	AC/U	AC/U	200.465	
46	Scholarships and student aid costs	AC	NS	NS	200.466	
47	Selling and marketing	U/AP	U/AP	U/AP	200.467	
48	Specialized service facilities	AC	AC	AC	200.468	
49	Student activity costs	U/AP	U/AP	U/AP	200.469	2900.19
50	Taxes	AC	AC	AC	200.470	
51	Termination costs	AC/U	AC/U	AC/U	200.471	
52	Training and education costs	A	A	A	200.472	
53	Transportation costs	A	A	A	200.473	
54	Travel costs	AC	AC	AP	200.474	
55	Trustees	A	A	NS	200.475	

Appendix C - Acronyms

CBO – Community Based Organization
CFR – Code of Federal Regulations
CWDB – California Workforce Development Board
DOL – Department of Labor
EDD – State of CA, Employment Development Department
LWDB – Local Workforce Development Board
OMB – Office of Management and Budget
RFA – Request for Applications
RO – Regional Organizer
RPI – Regional Plan Implementation
RPU – Regional Planning Unit
TA – Technical Assistance
WIOA – Workforce Innovation and Opportunity Act