HiRE

Helping Justice-Involved Reenter Employment

2.0

GRANT SOLICITATION
JANUARY 12, 2026

CALIFORNIA
Workforce Development Board

Contents

Section One. Overview

The California Workforce Development Board (CWDB) is pleased to announce the availability of $9.5 million in grant funding for the Helping Justice-Involved Reenter Employment 2.0 (HIRE 2.0) grant program.

HIRE 2.0 aims to increase employment opportunities and job mobility for justice-involved individuals by supporting training, supportive services, reskilling and upskilling, and needs-related payments. This funding builds on the CWDB's past and current investments in workforce programming for the reentry population.

HIRE 2.0 funding is available only to existing HIRE 1.0 grantees and Network Spokes (subrecipients). A HIRE 1.0 grantee is defined as an existing Network Hub or Independent project awarded grant funds to operate programming under HIRE 1.0. A subrecipient refers to a HIRE 1.0 Network Spoke that operated programming under a HIRE Network.

The HIRE 2.0 grant program's objectives are to:
- Increase employment opportunities and job mobility for justice-involved individuals.
- Provide training, reskilling, upskilling, and supportive services to justice-involved individuals to improve employment opportunities and job mobility.

Program Background

Since 2018, the CWDB has awarded over $105 million to support the integration of workforce, reentry, and supportive services to formerly incarcerated and other justice-involved individuals through initiatives such as Prison to Employment, Breaking Barriers to Employment, and Helping Justice-Involved Renter Employment (HIRE 1.0).

HIRE 2.0 extends the CWDB's portfolio of investments for California's reentry population and represents the second cycle of the HIRE grant program. HIRE 1.0 grantee award announcements were published in November 2023. Awarded funding from HIRE 1.0 provided support to thirteen (13) HIRE Networks and six (6) Independent projects throughout the state that specialize in serving individuals who are justice-impacted.

HIRE 2.0 is the latest program under the Corrections-Workforce Partnership, a state-level collaboration effort between CWDB, the California Department of Corrections and Rehabilitation (CDCR), and California Prison Industry Authority (CalPIA). Since 2018, the CWDB has engaged in a formal partnership with CDCR and CalPIA to improve labor market outcomes of the state's justice-involved and formerly incarcerated populations. Additional information on the partnership can be found at the Reentry Programs page of the CWDB's website.

Section Two. Program Guidelines

HIRE Project Types

Applicants must identify a single project type prior to applying. Organizations may only apply for one project type. The CWDB has identified two different project types for the HIRE 2.0 grant program:
1. Independent
2. HIRE Network projects

Local workforce development boards, community-based organizations (CBOs), and other agencies are

expected to operate in a collaborative relationship for each project type to recruit and support participants, assess their needs, and provide supportive, direct, and needs-related payments to participants.

Award ranges for HIRE 2.0 will be determined by the designations established for large and small CBOs under HIRE 1.0. For example, a HIRE 1.0 grantee or subrecipient designated as a small CBO may apply only for the award range designated for small CBOs under HIRE 2.0.

Eligible Applicants

Funding available through this Request for Applications (RFA) is limited to existing HIRE (HIRE 1.0) grantees and Network Spokes **only**. Applicants must select a single project type; therefore, HIRE 1.0 Network Spokes, electing to apply as an Independent project, cannot also apply as part of a HIRE 2.0 Network.[1]

Applications received from ineligible organizations will not be considered for review. Refer to Appendices A, B, and C for a comprehensive list of organizations eligible to apply for HIRE 2.0 funding and allowable funding ranges.

 All applying organizations must:

- Be registered with the California Secretary of State's Office, with an "Active" status.
- Have a tax-exempt status with both the Internal Revenue Service and the California Franchise Tax Board.
- Have a Registry Status of "Current" or "Exempt" with the California Attorney General's Registry of Charitable Trusts (RCT).
- Have any other state or local licenses or certifications necessary to provide the services requested (e.g., facility licensing by the Department of Health Care Services, etc.), if applicable.
- Have a physical address in California.

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1   Detaching from an established HIRE Network may impact that Network's allowable maximum amount for requested HIRE 2.0 funding. Network Hubs must verify that their allowable maximum requested funding amount for HIRE 2.0 accurately reflects their current network and aligns with the thresholds listed in Appendix A.

Independent Projects
Small CBO Award Range: up to $200,000
Large CBO Award Range: up to $400,000
Grant Term: 18 months

Independent projects consist of a single organization, which acts as the lead fiscal agent and is responsible for submitting a complete application package outlining how the organization will recruit, train, provide supportive services to participants, and how it will establish and/or reinforce existing relationships with the local and state corrections system(s) to support participants' successful transition from the justice system to the labor force.

An organization designated as a small CBO under HIRE 1.0 may request up to $200,000 in grant funds to complete proposed grant activities. An organization designated as a large CBO under HIRE 1.0 may request up to $400,000 in grant funds.

HIRE 1.0 Independent grantees may only apply using the same project type in HIRE 1.0 and cannot join a HIRE 2.0 Network. HIRE 1.0 Network Spokes may apply as an Independent grantee for HIRE 2.0.

Local Workforce Board(s) — CBO / Lead Applicant — Local Government Entity
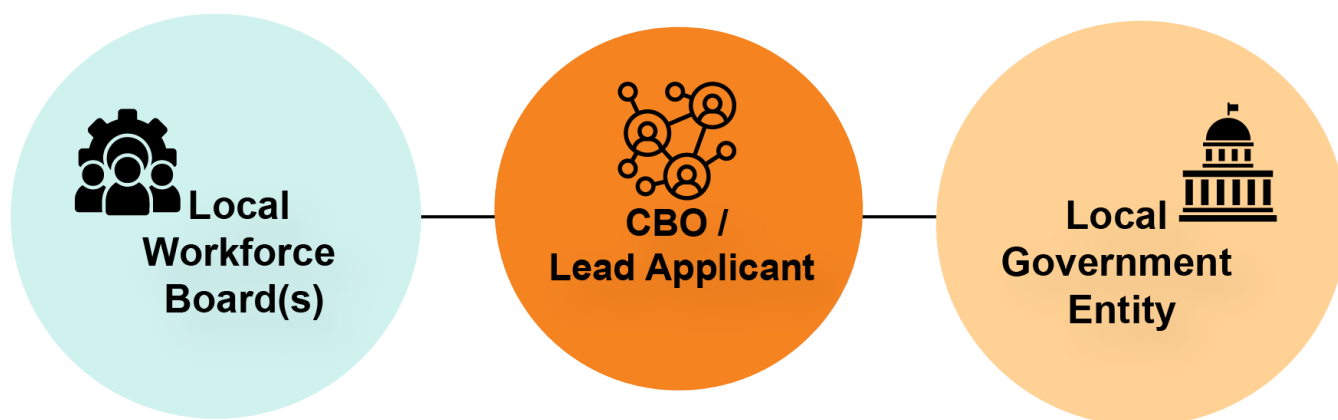
HIRE Networks (Hub and Spoke Partnerships)
HIRE's Network Hub and Spoke model was developed in response to engagement and feedback with stakeholders serving formerly incarcerated and justice-involved individuals throughout the state.

A HIRE Network is defined as a group of organizations applying collectively via one application submitted by the Hub. HIRE Networks will consist of a single large CBO as the lead applicant, or "Hub", and one or more large or small CBO(s) as subrecipients, or "Spokes". HIRE Hubs must identify project deliverables and leverage/match resources provided by the organizations in their network. Hubs are responsible for reporting each Spoke's activities, deliverables, and program metrics to the CWDB.

HIRE Networks may operate throughout the state and serve one or more counties, cities, and/or other regions. Networks are encouraged to share best practices, coordinate performance criteria, and coordinate on reporting and evaluation requirements. Networks may be industry-focused or contain partners that offer a variety of different services that serve the reentry community.

A HIRE 2.0 Network may retain all or some of its HIRE 1.0 Network Spokes, but additional Spokes are not permitted to join any HIRE Network. HIRE 1.0 Spokes may elect to apply for HIRE 2.0 funding as an Independent project or remain within their existing HIRE 1.0 Network. HIRE 1.0 Network Hubs and Spokes must coordinate their application strategy prior to submission.

Existing networks that will be applying for HIRE 2.0 funds are encouraged to use the same project name as their HIRE 1.0 project.

The breakdown of HIRE network sizes is below.
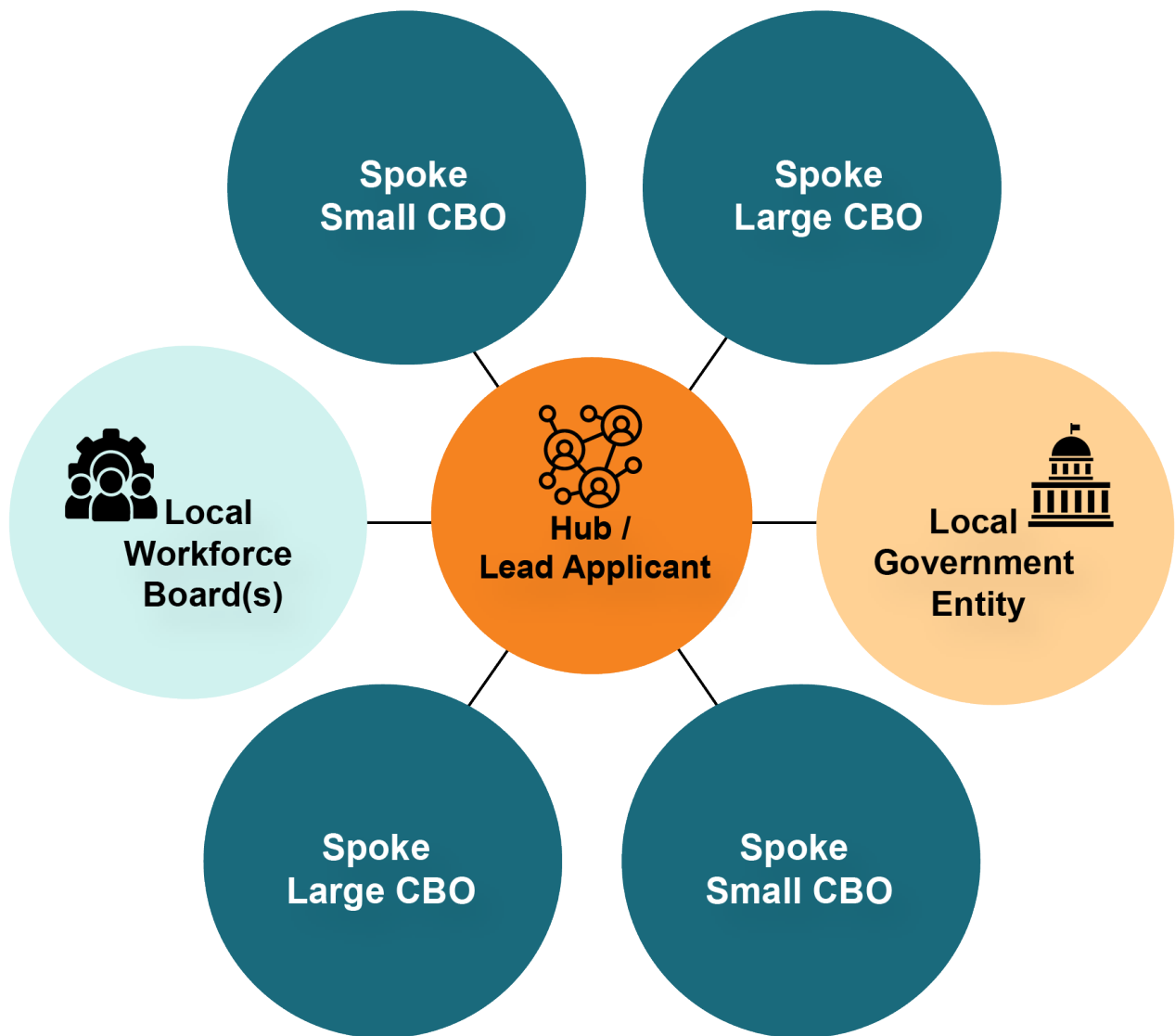
HIRE 2.0 Networks: Hubs
Award Range: Variable[2]
Grant Term: 18 months

HIRE 2.0 Hubs serve as the primary point of contact for the CWDB and are responsible for organizing, coordinating, and reporting on program activities, deliverables, and program metrics on behalf of their entire network. HIRE Hubs will serve as the fiscal agent, convener, and lead reporting entity for their network. Hubs organizations must also provide direct services to participants. Please refer to the Direct Services and Supportive Services section of this RFA for more information.

Hub applicants must have experience managing state and/or federally funded grants and the capacity to organize and coordinate project teams comprised of representatives from their Network's Spoke organizations and the partner organizations listed in the Required Partners section.

HIRE 1.0 Hubs must continue to operate as a Hub organization under HIRE 2.0. HIRE 1.0 Hubs may neither apply independently nor as a Network Spoke. For this reason, Spokes may be removed from an existing Network, but may not be *added* to an existing Network as part of the Network's HIRE 2.0 application.

HIRE 2.0 Networks: Spokes
HIRE Network Spokes consist of one or more large and/or small CBO(s) within a single HIRE Network. Spokes seeking to continue their HIRE projects within their existing HIRE Network do not need to apply individually for HIRE 2.0 consideration. However, they must coordinate with their Network's Hub to provide required information as part of the Network's HIRE 2.0 application.

Organizations that served as a Network Spoke during the HIRE 1.0 grant term may apply for HIRE 2.0 funding as an Independent organization. However, Spokes may not be added to an existing Network or to an Independent project proposal under HIRE 2.0. Organizations that served as a Spoke under HIRE 1.0 but will be applying independently for HIRE 2.0 must adhere to the same maximum allowable funding request thresholds listed in Appendix B.

Required Partners
To receive consideration for HIRE 2.0 funding, all applicants must include Partnership Agreements between one (1) or more local government entity/entities AND one (1) or more local workforce development board(s) (Local Boards). Partnership Agreements must outline the partner's role in the proposed project in *each* geographic area where services are to be delivered.

Partnership Agreements used in the HIRE 1.0 application may be reused for HIRE 2.0 under certain conditions. Please refer to the Evidence of Formal Partnerships section for more information on Partnership Agreements.

Within the narrative section of the HIRE 2.0 application, applicants must describe the role of each of their project's Required Partners and indicate how their collaboration will improve participant outcomes.

Under HIRE 2.0, applicants may add, replace, or substitute the Required Partners from the HIRE 1.0 project as necessary for both Independent and Network Project Types.

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2   For more information on calculating a network's maximum allowable funding request, refer to the Calculating Funding Requests section of this RFA and Appendix A and Appendix B.

Local Governments
Eligible local government entities include, but are not limited to, local probation offices, public school districts, housing services agencies, municipal courts, planning and economic development offices, public works departments, and other county, city, or municipal offices.

Applicants are encouraged to partner with local government entities that provide services to the justice-involved and formerly incarcerated population. The nature of each project's local government partnership(s) will vary. The CWDB encourages applicants to pursue new and innovative partnerships that braid existing resources, place a minimal administrative burden on individual program participants, and increase opportunities for formerly incarcerated and justice-involved job seekers in their communities.

Local Workforce Development Boards
Local Boards encompass [California's 45 local boards](). Local board partners must ensure a connection exists between awarded CBOs and the America's Job Center of California (AJCC) system.

Evidence of Formal Partnerships
Applicants must provide evidence of their existing partnership(s) from at least one (1) organization representing each of the Required Partner types (Local Governments and Local Boards) described above. HIRE 1.0 grantees and subrecipients may reuse the existing evidence of partnership (Partnership Agreements) that were previously established for HIRE 1.0 under certain conditions. See the next section for more information about the minimum requirements for HIRE's Partnership Agreements.

For Network Hubs and organizations applying independently, the application will function as the organization's formal commitment to complete proposed program activities.

Networks in which the Spoke(s) will serve different and/or additional geographic area(s) than the Network's Hub must have Partnership Agreements from the Local Board(s) AND local government partners in each of the proposed geographic area(s) to be served by the proposed HIRE 2.0 project.

Eligible applicants who meet the criteria of the Required Partners as described above are not required to submit a Partnership Agreement on behalf of their own organization.

A Partnership Agreement must be submitted via the Upload Documents section of the application for each Required Partner.

HIRE 2.0 applications that do not include all required partnership evidence as described in this section will be disqualified during the CWDB's technical review and will not advance to the application scoring phase.

Partnership Agreement Requirements
Partnership Agreements submitted to CWDB for HIRE 1.0 may be resubmitted as part of the applicant's HIRE 2.0 application, provided that:
- Required Partners that were included in the HIRE 1.0 project will continue to serve in the same capacity under HIRE 2.0.
- The proposed HIRE 2.0 project will serve the same counties as the HIRE 1.0 project.

Applicants resubmitting HIRE 1.0 Partnership Agreements acknowledge that the roles and responsibilities of the Required Partner(s) will remain in effect for the duration of the HIRE 2.0 grant term.

If an organization that served as a Spoke for HIRE 1.0 will be applying as an Independent project for HIRE 2.0, Partnership Agreements from each of HIRE's Required Partners are required for **each county** in which services will take place.

To receive consideration for HIRE 2.0 funding, all Partnership Agreements must meet the following minimum requirements:
- Name of the proposed project and/or partnership.
- An electronic or original signature from an authorized representative of the organization, preferably on the official letterhead of the signatory's organization.
- Description of the roles and responsibilities the Required Partner agrees to perform as part of the funded HIRE 2.0 project.
- The geographic area(s) where the project's services will be delivered.

For information on how to submit Partnership Agreements, refer to the Upload Documents section of this RFA.

Eligible Activities
Applicants are encouraged to structure their service strategy to integrate direct and supportive services as well as needs-related payments.

Direct Services and Supportive Services
Direct Services under the HIRE 2.0 Grant Program include:
- Pre-apprenticeships, apprenticeships, training, customized training, incumbent worker training, and on-the-job training with the reentry population.
- Wages and stipends for trainees, program participation stipends and needs-related payments to support individuals' reentry and subsequent job search.
- Job readiness and bridge activities that lead to enrollment and completion of training programs for the reentry population, such as obtaining housing and/or a driver's license.

Supportive Services play a critical role in ensuring participant success as they help reduce barriers to employment. Supportive services are defined in the Unemployment Insurance Code, Section 14040(c) as services that are necessary to enable an individual to successfully participate in, or receive, workforce, education, and other related services authorized under Penal Code, Section 1234.4(c), Unemployment Insurance Code, Section 14035, as well as the Workforce Innovation and Opportunity Act (WIOA) and its corresponding regulations.

Supportive services can include, but are not limited to, assistance with transportation, childcare, technology, food, housing, and other obstacles necessary for program participants to successfully enter and complete training, education, and employment.[3]

Needs Related Payments
Approximately 30% of HIRE 2.0 funds are intended for needs-related payments. Needs-related payments refer to direct assistance provided to participants to address basic needs such as housing, food, technological needs, and transportation. They are not stipends provided to participants as a cost coverage for participation in workforce programs. HIRE promotes the use of needs-related payments to support individuals' reentry and subsequent job search, including job readiness activities that lead to enrollment and completion of training

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3 Note that providing the types of services allowed under WIOA does not make individuals receiving Initiative funds a "reportable" individual for purposes of WIOA performance reporting unless WIOA funds are braided as part of a particular individual's service package.

programs. Research has demonstrated that there are economic benefits associated with providing direct cash assistance to participants seeking assistance[4], and these payments have been declared to serve a public purpose, as they contribute to California's economy and reduce recidivism.[5]

CWDB encourages the utilization of HIRE funds for needs-related payments using a methodology adapted to the needs of each project's target population. Awarded projects may also choose to issue needs-related payments to participants for achieving milestones that advance their preparation to enter employment. Applicants are encouraged to integrate needs-related payments into their project's design and document their planned use of needs-related payments and stipends within the application's narrative questions.

Although CWDB supports the utilization of needs-related payments, they are not a requirement for HIRE 2.0.

Section Three. Program Priorities

The design and structure of HIRE 2.0 incorporates feedback from the stakeholders across the State's reentry community, existing HIRE grantees, and in alignment with the priorities for the HIRE program as defined in AB-102 the State's 2025 Budget Act.

In addition to the priorities outlined in AB-102, the CWDB will also consider the following priorities when determining HIRE 2.0 awards:
- Grantee Past Performance
- Sustainability
- Support for Impacted Counties

Grantee Past Performance

The CWDB will review its administrative records to determine whether prospective HIRE 2.0 grantees have met administrative requirements under their HIRE 1.0 grant.

Factors that will be considered when evaluating past administrative performance for existing HIRE grantees include, but are not limited to:
- Success in achieving project goals as outlined in the HIRE 1.0 application.
- Fiscal agent performance, such as progress towards projected spending.
- Completeness of participant data and reporting compliance.

Findings indicating an organization was unable to successfully administer the HIRE 1.0 grant funding may result in a score reduction or disqualification.

The CWDB will collect and maintain administrative performance data for awarded HIRE 2.0 grantees, which may be considered in future CWDB funding decisions.

Sustainability

The CWDB will prioritize applications that embed plans and strategies to sustain services to participants beyond the HIRE 2.0 grant term.

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4 Bogle, Mary and Sonia Torres Rodríguez. "Direct Cash Transfer as a Vehicle for Speed, Inclusivity, and Equity: The Greater Washington Community Foundation's Response to COVID-19". Washington, DC: Urban Institute. August, 2021.
5 AB-102 (Budget Act of 2025), §200, Item 7120-101-0001(2)

Project sustainability involves establishing and expanding partnerships that continue to operate and serve participants beyond the term of a CWDB-funded grant award. Promising practices in achieving sustainability may include, but are not limited to:

- **Aligned and diversified funding**. Successful CWDB projects have leveraged federal, state, philanthropic, and private-sector investments to create demand-driven, results-oriented programs that align with industry needs and existing workforce funding streams.
- **Integration with regional planning efforts.** Proposals that connect to, are supported by, or will receive future funding from ongoing workforce initiatives such as the Greenhouse Gas Reduction Fund (GGRF), California Jobs First, the Master Plan for Career Education, and the Master Plan for Aging have been successful in sustaining CWDB projects beyond their grant term.
- **Strengthening of intermediary capacity.** Projects that develop effective intermediaries to guide, design, and implement training strategies, including hiring dedicated staff to institutionalize partnerships, have demonstrated sustainability elements.
- **Empowerment of labor-management partnerships.** Fostering a culture where partnerships are viewed as essential to core operations and collaborative problem-solving, not as add-ons, is key to ensuring their long-term success.
- **Sustained industry collaboration.** Projects that support labor and management in scaling and maintaining partnership models within their industry sector(s) have demonstrated sustainability elements.
- **Leveraging of local boards.** Building strategic alliances with local boards to coordinate and maximize funding and resources enables projects to succeed in supporting participants beyond CWDB's grant term(s).
- **Establishment of joint governance structures.** Creating multi-employer benefit trust funds (e.g., Taft-Hartley Trusts) formalizes collaboration between employers and unions, embedding sustainability into their growth strategy while providing benefits to both labor and management.

Applicants will be required to respond to narrative prompts to demonstrate their strategies for sustaining participant services beyond the HIRE 2.0 grant term. The CWDB will also prioritize projects with the capacity to leverage/match resources beyond the 50% leverage/match requirement.

Bonus points for applicants proposing leverage/match at a greater than 1:2 (50%) ratio will be awarded as follows:

Bonus Points Available	Leverage/match Thresholds
0	50%
1	50-66.67%
2	66.68 – 83.3%
3	83.4 – 99.9%
4	100% or above

Support for Impacted Counties
CWDB will prioritize projects that serve counties with a disproportionate share of individuals who have experienced justice system involvement. Applicants are encouraged to demonstrate their project's need for funding utilizing data sources that demonstrate that impact, including but not limited to county-level CDCR release data, local recidivism rates, and county or regional labor market information. Data references may be from a variety of sources, which may include: the California Department of Corrections and Rehabilitation (CDCR)[6], the Labor Market Information Division (LMID), and the California Policy Lab.

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6   E.g., CDCR Recidivism Report FY 19-20

Section Four. How to Apply
The HIRE 2.0 application will be available to existing HIRE 1.0 Hubs and Network Spokes only. Applicants should follow the steps in this section to ensure the HIRE 2.0 application is completed and submitted by the deadline for funding consideration.

How to Access the HIRE 2.0 Application
HIRE 2.0 is a closed application, and only eligible applicants who submit the HIRE 2.0 Application Access Request Form will receive access on the Cal-E-Grants website. The form collects basic applicant information and identifies the individual(s) who require access to each organization's application. Applicants are encouraged to determine their project type prior to completing this form.

Existing HIRE grantees must submit the Application Access Request Form one week prior to the application deadline. Responses received after that deadline may not be granted access to the application. Delays in receiving application access will not be grounds for extensions to the application deadline. For questions regarding HIRE 2.0 application access, contact Solicitations@CWDB.ca.gov.

Application Instructions
All applications for HIRE 2.0 funding must be submitted electronically through the Cal-E-Grants website. Only applications submitted through the Cal E-Grants application website will be considered. Paper applications will not be accepted and will be automatically disqualified.

Applicants can find the HIRE 2.0 application on Cal-E-Grants under the Funding Opportunities link (located in the upper left corner of the website) or under the CWDB link (located in the middle of the website)[7].

If your organization has changed its name since HIRE 1.0, please note the change on the cover page.

To begin the application, locate and select the **Helping Justice-Involved Reenter Employment (HIRE) 2.0** link and select *Start Application*.

Applications must be submitted electronically through the Cal-E-Grants website by Thursday, February 26, 2026, at 5:00 pm PST.

Cal-E-Grants
In partnership with the Employment Training Panel (ETP), the CWDB posts available grant opportunities on the Cal-E-Grants website.

Cal-E-Grants supports the state's administration of grant programs, including application submission, application ranking and assessment, and contract generation. New Users must create an account to complete and submit an application package.

To receive funding consideration, all required Narrative questions, exhibits, and documentation must be completed and submitted in Cal-E-Grants by the application deadline.

Creating a Cal-E-Grants Account
Applicants must create a Cal-E-Grants account to access the HIRE 2.0 application.

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7   Eligible HIRE 2.0 applicants **cannot** view or begin the HIRE 2.0 application in Cal-E-Grants until CWDB has received and approved their HIRE 2.0 Application Access Request form.

To register for an account:
1. Select the *Log In* button on Cal-E-Grants.
2. Select *Sign Up*.
3. Enter the required information in the New User Registration Form.
4. Follow the steps to complete registration.
5. For more information on new registration, refer to the New User Registration.

If a Cal-E-Grants account already exists for the organization, request the organization's primary account holder to add the applying user via the system's Manage Users function. For information on adding new users, visit Manage Users.

Logging in to Cal-E-Grants
Applicants must log in to the webpage using the administrator credentials created by their organization. We recommend that the individual with the organization's administrator credentials be the only person to add new users and manage existing users. The administrator can add multiple users, inactivate users, and delete the contents of input fields in the application. When added, new users will be able to complete and submit the HIRE 2.0 application and, if awarded, have access to complete and submit Quarterly Progress Reports, Invoices, Modification Requests, and other relevant documents.

Application Elements
To be considered for funding, applicants must complete each of the following application elements. Applications submitted with missing, incomplete, or inaccurate information may be disqualified.

Cover Page
Input general information about the partnership and proposed project. Total requested award amounts should align with the thresholds for Eligible Grantees listed in Appendix A and Appendix C.

Network Hubs must ensure their maximum requested funding allocations for Spoke(s) are included within their Network's total requested funding amount, and that those allocations align with the amounts listed in Appendix B.

Calculating Funding Requests
Maximum allowable funding requests for eligible Network Hubs and Independent organizations are listed in Appendix A and Appendix C.

Each Network's Hub amount is listed under their respective Network Hub organization in Appendix A and is calculated by combining the Hub organization's individual maximum allowable funding amount with the sum of the maximum allowable requested funding amount(s) for each of its HIRE 1.0 Network Spokes. Listed amounts in Appendix A assume all Spokes within a previously awarded HIRE 1.0 Network will be included in the project's HIRE 2.0 application. Network Hubs are responsible for verifying that their application's total requested funding amount is allowable. Hubs must adjust their total funding request if any HIRE 1.0 Network Spokes withdraw from their network. Applications requesting an award greater than the project's allowable maximum may be disqualified.

Maximum funding requests for HIRE 1.0 Network Spoke organizations are listed in Appendix B.

Project Narrative
Respond to the narrative questions about the proposed project. Narrative questions will vary based on the applicant's project type. There is a 3,000-character limit per text box.

The Network Hub will be required to provide details on each Spoke within its network in Section Eight of the Project Narrative. A separate response is required for each Network Spoke. At a minimum, this information should include a summary of the proposed service strategy, participant enrollment and placement outcomes, funding allocations, and the designated service area.

Details of proposed project goals and deliverables should be clearly outlined and consistent throughout the application, including the Project Narrative, Deliverables, Work Plan, Participant Plan, and Partner Roles and Responsibilities exhibits.

The CWDB will also prioritize applications that describe how the proposed program will reach and serve participants and clearly define how individuals served will be prepared to enter and/or advance into the workforce and/or education systems.

Deliverables
Identify specific project deliverables, define alignment with HIRE's objectives, and provide metric targets for the project. **Note:** Network Hubs will be required to complete this section for the project and all partner organizations.

There is a 255-character limit for the Organization Name field. All remaining fields are 500 characters per text field.

Work Plan
Provide details about proposed activities and estimated quarterly milestone completion dates throughout the grant term. This information must align with the scope of work, goals, and deliverables outlined in the project narrative. Applicants should only complete quarters one through six, which represent the 18-month grant period.

For Network Hubs only: The Hub must complete this section on behalf of its project and all participating Spoke partners. Enter the organization name in the corresponding rows and identify specific objectives or activities that support progress toward the grant deliverables. Hubs must provide an estimated completion date for each activity and if any activities continue into future quarters, carry them over with updated progress notes or revised completion dates.

There is a 255-character limit for the Organization Name field. All remaining fields are 500 characters per text field.

Participant Plan
Projects must identify their target population(s) and the number of participants the project plans to enroll, train, and place in post-secondary education, state-approved apprenticeship, and/or employment. Applicants must also provide detailed information about their project's participant placement and/or career objectives.

Network Hubs are responsible for reporting participant projections for the entire network. Hubs must coordinate with each Spoke to collect accurate data on anticipated enrollments, training participation, and outcomes, ensuring that all projections reflect the collective scope and goals of the Network. For more information on data reporting requirements for HIRE 2.0 refer to Section Eight: Data Collecting and Reporting.

Partner Roles and Responsibilities
List all partnering organizations and their roles and responsibilities as part of the HIRE project, and any leverage/match funds provided by partner organizations. Applicants must specify the type of contribution, whether Cash or In-Kind. A local government entity and at least one local board must be included with each application to serve as the project's Required Partners.

Applicants must complete this exhibit for all Required Partners and any additional partners included in the project's design.

Network Spoke partners should **not** be included in this exhibit.

Upload Documents
As noted in the Required Partners section, each application must include Partnership Agreements with 1) at least one local government entity and 2) at least one or more local boards for each county where services are to be delivered, **and** form STD 204, Payee Data Record. All supporting documents must be submitted via the Upload Documents section.

To successfully submit Partnership Agreements, applicants must upload Partnership Agreements using the designated Partnership Agreement 1 and Partnership Agreement 2 fields under the Name column and complete the Description column to identify each document. The description text for Partnership Agreements, Letters of Support, and Additional Documents should be labeled and described with the appropriate information.

For example, an applicant uploading a Local Government Partnership Agreement should use the Partnership Agreement 1 field and state "Local Government Agreement" in the description column. There is a 500-character limit per text field.

Additionally, applicants must upload and submit a completed Payee Data Record (STD 204) and, if applicable, a Payee Data Record Supplement (STD 205). These uploads do not require a description as they are standard forms.

Refer to the Partnership Agreement Requirements section for additional information on substantiating partnerships.

Budget Exhibits
Applicants are not required to complete budget exhibits when applying for HIRE 2.0. However, awarded applicants will be required to complete budget exhibits prior to entering into a grant agreement with the CWDB. Detailed instructions and guidance for how to complete these exhibits can be found in Appendix E.

Section Five. Program Timeline

Application and Award Timeline

Event	Details
RFA Release	January 12, 2026
Applications Due (Deadline)	February 26, 2026
Award Announcement	Summer/Fall 2026
Contract Processing	1-4 months
Estimated Program Start Date	October 1, 2026
Grant Term	18 months

The CWDB reserves the right to modify any dates in this RFA without an addendum. All dates provided in the table above are estimates and are subject to change. Significant dates, including cutoff dates and review periods, can be found on the HIRE 2.0 webpage.

The application deadline is Thursday, February 26, 2026, at 5:00 p.m. PST. Applicants are encouraged to submit their applications at least 48 hours in advance to ensure that there are no errors in their submission. Late applications will not be accepted under any circumstances. The online application portal will close once the deadline has passed—no exceptions will be made to the deadline. Technical issues that prevent submission by the deadline will not be grounds for an extension.

To ensure timely assistance with application issues, applicants are encouraged to submit requests for assistance to Solicitations@cwdb.ca.gov at least two (2) business days before the application deadline. The CWDB cannot guarantee individualized assistance with application issues if notified less than two days prior to the application deadline.

Weekly Q&A
To adhere to the legal and transparency requirements of the solicitation process, individual CWDB staff cannot respond directly to inquiries or engage with potential applicants during the open solicitation period, beginning with the release of the application through award announcement. The Q&A document serves as a supplement to this RFA and is intended to clarify policy about the grant and application process.

Questions regarding this RFA can be sent via email to Solicitations@cwdb.ca.gov. Please use "HIRE 2.0 Question" in the subject line.

Cumulative questions and answers will be posted on the HIRE 2.0 webpage on a weekly basis beginning **Friday, January 23, 2026**. Questions must be received each Tuesday by 2:00 p.m. PST to be included in that Friday's weekly posting. The last Q&A posting will be on Friday, February 20, 2026, and questions must be received by Tuesday, February 17, 2026, at 3:00 p.m. PST to receive an answer. Questions submitted after the deadline will not be included or answered in the Q&A.

Section Six. Selections and Award Process
Applications will be reviewed and evaluated based on their alignment with the HIRE 2.0 program priorities and objectives. Successful applications that meet the evaluation criteria described below will be eligible for funding consideration.

Application Scoring Process
Applications will be evaluated based on alignment with Program Priorities identified in Section Three. Program Priorites and the elements outlined in the Application Scoring Rubrics sections of this RFA. The CWDB will not adjust Project Types for awarded applicants.

Required Exhibits
Applicants must complete and submit all required application elements.

The Cal-E-Grants system will not allow an application to be submitted if any required fields are incomplete.

Application Scoring Rubrics
The tables below provide an overview, by project type, of the scoring categories and total available percentages by section that will be used during the CWDB's application scoring process.

Network Hub Application Scoring Rubric

Scoring Element	Percentage of Total Score	Application Section
Network Hub Role	5	Responses to questions in *Project Narrative*
Project Framework	5	
Target Population	5	
Services Strategy	20	
Partnerships	25	
Data Reporting	5	
Sustainability	10	
Network Spoke Summaries	5	
Participant Plan	10	Responses to questions in *Participant Plan*
Grantee Past Performance	10	Evaluation of *HIRE 1.0 Administrative Performance*
(Bonus)Leverage/match	5	Response to *Cover Page* question
Total	**105**	

Independent Application Scoring Rubric

Scoring Element	Percentage of Total Score	Application Section
Project Framework	10	Responses to questions in ***Project Narrative***
Target Population	5	
Services Strategy	25	
Partnerships	25	
Data Reporting	5	
Sustainability	10	
Participant Plan	10	Responses to questions in ***Participant Plan***
Grantee Past Performance	10	Evaluation of ***HIRE 1.0 Administrative Performance***
(Bonus)Leverage/match	5	Response to ***Cover Page*** question
Total	**105**	

The CWDB reserves the right to consider additional factors beyond those described in this RFA when determining grant awards, including, but not limited to, alignment with State of California administrative priorities, geographic diversity in HIRE 2.0 awards, total participants and placements, cost per participant and/or placement, and alignment with California Jobs First.

Technical Review

All applications received will be subject to an initial round of review for adherence to and alignment with the HIRE 2.0 program requirements. Prior to the CWDB's application scoring process, all applications will be reviewed for:

- The fiscal agent's tax-exempt status
- The fiscal agent's occurrence of any cash holds or de-obligations with the CWDB
- Appropriate Partnership Agreements that detail each party's role in relation to the proposed project(s)
- Completeness of all required fields and uploaded documentation
- Administrative performance on all past and current CWDB grants

Findings that indicate an organization was unable to adequately administer past CWDB grant funding may disqualify it from consideration for HIRE 2.0 funding.

The CWDB will collect administrative performance data for awarded HIRE 2.0 grantees, which may be considered in future CWDB funding decisions.

Communication of Award Decisions

After the conclusion of the application scoring process, all applicants' identified point of contact will receive an email communication of their award decision.

Awarded grantees must respond via email to Solicitations@cwdb.ca.gov within three (3) business days to confirm acceptance of a grant award. Awarded applicants who do not confirm their award within this timeline may be subject to forfeiture of the award. The CWDB will also post a list of awarded projects to its website following the conclusion of the award process.

Acceptance of Award

Upon confirmation of acceptance of their award as outlined in the *Communication of Award Decisions* section above, awarded applicants must agree to complete all exhibit modifications identified by the CWDB within no more than 30 calendar days unless otherwise specified by CWDB. Failure to complete requested exhibit modifications in accordance with the timeline and specifications conveyed by the CWDB to the awarded applicant may result in revocation of a grant award.

Awarded applicants also agree to comply with all guidelines and stipulations outlined in this RFA, all terms in the grant agreement, and all administrative and reporting requirements communicated by the CWDB at any point in the designated grant term.

The CWDB reserves the right to revise the terms and conditions of HIRE 2.0 awards throughout the grant agreement execution process and grant term. If the award amount is reduced, the applicant agrees to serve a proportionally reduced number of participants based on the final award amount.

Application Exhibit Modifications

Following the award notice and prior to the execution of the grant agreement, the CWDB's Program Implementation and Regional Support (PIRS) Branch will work directly with the point of contact listed in the application to initiate the modification process. During this stage, awarded applicants will be required to update their application exhibits. This process is time-sensitive and requires prompt responses to all emails and the return of all paperwork to authorize funding and begin project activities by the program start date.

The application exhibit update modification process will include the following steps:

1. An analyst from the PIRS Branch will contact the application point of contact with the needed revisions or additional information requests.
    a) If assistance is needed during this process, contact the PIRS Branch through their inbox, HIRE@cwdb.ca.gov.
2. The analyst will reopen the application for edits in the Cal-E-Grants system. Complete and submit a Modification Request in the Cal-E-Grants system.
    a) Prior Approval authorization (via Use of Funding or Purchase Justification forms) may be needed depending on the nature of the request. If required, the CWDB will notify and provide the appropriate forms for completion. These will be added to the application via the *Upload Documents* section.
        i) Additional information from the Reference Allowable Costs and Prior Written Approval guidance.
    b) If assistance is needed prior to starting the request, contact the PIRS Branch through their inbox.
3. Once received, the CWDB will review the Modification Request and respond with the next steps, including guidance on specific exhibit revisions being requested.
4. Revisions will be completed in the Cal-E-Grants system. Applicable exhibits (tabs) will be opened for edits, reflecting the changes outlined in the Modification Request.
5. After revisions are submitted, the CWDB will review them and determine whether additional information or justification is needed. Once approved, the CWDB will provide formal written approval and any pertinent information or next steps. Depending on the nature of the request, prior written authorization may be needed. If required, the CWDB will notify and request approval for additional information from the Reference Allowable Costs and Prior Written Approval guidance.
6. After Award Announcements are made, the CWDB will release a Grant Administration Guide to all HIRE grantees, providing further guidance on using the Cal-E-Grants system for monitoring and reporting purposes.

Grant Agreement Process and Timeline
Upon acceptance of the final approved grant application, the completed grant agreement package will be sent to the awarded organization for signature. Organizations will have 15 business days to review, sign, and return the grant agreement. The CWDB Director or designee will be the final signature.

Upon receipt of the required signature(s), the Grant Agreement will be executed. However, the Grant Agreement is not effective, and program activities cannot begin until a fully executed Grant Agreement is returned to the grantee, regardless of the listed grant term start date. If a grant agreement is executed before the assigned grant term date, program activities cannot begin until the start date of the grant term, **October 1, 2026**. Awarded grantees should expect the grant agreement process to take one (1) to four (4) months.

Any changes to an organization's contact information as identified in their application at any point during the grant cycle, including primary and fiscal point(s) of contact, must be communicated to the CWDB immediately. If a contact changes during the application modifications or after grant agreement execution, the change should be communicated to HIRE@cwdb.ca.gov. If the change occurs during the grant agreement processing period, the change should be communicated to Contracts@cwdb.ca.gov. Failure to provide valid and current contact information and/or failure to respond to CWDB requests for information may result in revocation of a grant award.

Rejection of Funding Request
All award decisions are considered final. However, applicants not selected for the award may request a summary of feedback from the CWDB scoring panel. Requests for feedback must be sent to Solicitations@cwdb.ca.gov within 30 calendar days of CWDB's award decision message. Applicants submitting such a request will receive an emailed summary of scorer comments within ten (10) business days of their request.

The CWDB reserves the right to waive any immaterial deviation in an application. However, the waiver of an immaterial deviation in an application shall in no way modify the document or excuse the successful applicant from full compliance with the application requirements after the contract is awarded.

An application may be rejected for any of the following:
- The application is incomplete or fails to meet the solicitation specifications and/or basic application requirements.
- The application contains false or misleading statements or references that do not support an attribute or condition claimed by the applicant. The application shall be rejected if, in the CWDB's opinion, such information was intended to erroneously mislead the state in its evaluation of the application.
- The applicant has received a substantive negative contract evaluation from the State of California.
- The applicant has had a contract with the State of California canceled due to failure to comply with the Drug-Free Workplace Act of 1990.
- It is determined the applicant is not responsible. Examples of why an applicant may not be found responsible include, but are not limited to:
  - No business license.
  - Submission of an application when the license is subject to suspension on the date of the application opening and/or award of the contract, or during the proposed term of the Agreement.
  - An application is submitted without an authorized signature.
  - The applicant falsified any information in the application package or has shown poor performance on a previous contract with the CWDB.

o   Upon license verification with the Contractor's State Licensing Board, the CWDB learns that an applicant's license is subject to suspension on the date of the application opening and/or award of the contract or during the proposed term of the Agreement.

Fund Source Information

Funding for HIRE 2.0 was designated to the CWDB via AB-102, which allocated $10 million for the HIRE program[8]. 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 total number, duration, and amount of each grant award, including allocating additional funds above the requested amounts.

Funding amount requests should be clearly justified and outlined in the application, as described in the "How to Apply" section of this RFA. The CWDB reserves the right to request additional information as needed.

Section Seven. Administrative Requirements

Funding requests must be clearly justified and outlined within the application's Narrative, Budget Summary, and Budget Narrative, including a detailed breakdown of all costs by line item and thorough descriptions provided under the Budget Narrative. The CWDB reserves the right to request additional information as needed. Funding requests must align with the funding ranges identified in the Project Types section of this document.

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

The CWDB and EDD reserve the option to extend grant periods within the term limits imposed on the funding appropriation, provided there is proven justification. The CWDB also reserves the right to adjust the total number, duration, and amount of each grant award, including allocating additional funds above the requested amounts.

Administrative and Indirect Cost Limits

Administrative Costs should be detailed in the Budget Narrative section of the application, under the other line item. Details should include which line items within the budget have associated Administrative Costs. This way, Administrative Costs are considered direct costs as defined.

Indirect Costs should be detailed in the Budget Narrative section of the application, under the Indirect Costs line item. Details should include cost-breakdown calculations and sufficient justification. For more information on Indirect Costs, see CWDB State-Funded Program: Indirect Costs (CWDB25-01).

Negotiated Indirect Cost Rate Agreement (NICRA)

Negotiated Indirect Cost Rate Agreements are established by the federal government. If the applicant is claiming an indirect cost rate exceeding 20%, the applicant must submit a NICRA from a cognizant agency to the CWDB for review and approval, which outlines the above information. Each agreement must include:

- The approved rate(s) and information directly related to the use of the rates (e.g., type of rate, effective period, and distribution base).

- The treatment of fringe benefits as either direct and/or indirect costs.
- General terms and conditions.
- Special remarks (e.g., the composition of the indirect cost pool).

NICRAs with redacted information will not be accepted. Organizations with a NICRA accepted by CWDB will have administrative costs capped at 10% of the grant award.

De Minimis Rate

Organizations without a NICRA or unable to provide one can use a *de minimis* indirect cost rate of 20% of the modified total direct costs (MTDC). The rate caps administrative costs at 10% and combined administrative and indirect costs cannot exceed 20% of the total grant award amount.

When Should Costs Generally Considered Indirect Be Counted as Direct Costs?

Costs for program implementation are direct costs, but direct costs should include costs normally classified as indirect when they are *directly allocated to the project*. including costs from the following activities:
- Managing, coordinating, directing, and/or evaluating the overall program/project.
- Preparing program plans, budget schedules, and related amendments.
- Monitoring programs, projects, subrecipients, and related systems and processes.
- Developing systems and procedures, including management information systems, for assuring compliance with program requirements.
- Preparing reports and other documents related to program requirements.
- Evaluating program results against stated objectives.
- Performing administration services such as program-specific payroll, accounting, auditing, or legal activities.

What Types of Non-Labor Costs Should Be Treated as Indirect Costs?

Examples of non-labor costs that should be treated as indirect costs when directly allocated to the project funded by this grant include:
- Costs for goods and services required for administration of the program, including goods and services such as the rental or purchase of equipment, utilities, office supplies, postage, and rental and maintenance of office space.
- Travel costs incurred for official business in carrying out program management and administrative activities.

Cost Sharing

All applicants must leverage/match proposed HIRE 2.0 funding with external non-CWDB resources, equal to at least 50% of the total requested funding amount. Additional consideration will be given to projects that propose to leverage/match resources beyond the 50% threshold of their total requested funding amount. Projects that will leverage/match their award at a 1:1 or greater are eligible to receive five bonus points.

Example**:** If an applicant requests $400,000 in grant funds, they must also document a minimum of $200,000 in leveraged and/or match resources, resulting in a total project budget of $600,000.

Leveraged Resources

Leveraged resources (match requirement) may include both non-cash (in-kind) and cash contributions, if they are made outside the domain of the donor and provide benefits and/or scale the proposed project, as well as

the donor's impact aims. Leveraged resources from a non-CWDB source are required for at least 50% of the total funding request.

Additional consideration will be given to applicants who can demonstrate a match of 50% or more with their total requested funding amount. All organizations participating within a HIRE Network (Spokes, Required Partners) may contribute to their Network's proposed match/leverage amount. Alternatively, Hubs may use their discretion to relieve or exempt one or more members of their Network from contributing to their total amount of leveraged/matched resources for the HIRE 2.0 application.

Leveraged resources are to be used by the grantee(s) and/or subrecipient contractor(s) to support the proposed project's activities (such as training or supportive services) and may include a cash dollar amount up to the equivalent value of the total requested funding, in-kind services with an equivalent dollar value, or a combination of the two. It is the applicant's responsibility to ensure that the use of match funding is allowable by its source.

The CWDB has the sole authority to determine whether proposed leveraged resources are acceptable. Leveraged resources may be from a variety of sources, including, but not limited to, businesses, industry associations, labor organizations, CBOs, education and training providers, and/or federal, state, and local government programs.

Projects are encouraged to propose leveraged resources from similar workforce programs, including, but not limited to, California Jobs First, in a manner that strategically aligns with the intent of the HIRE grant program.

Workforce Innovation and Opportunity Act (WIOA) funds may be used as leverage, but not as a cash source or to make a Cash Match. All leveraged funds will be subject to the reporting requirements contained in Workforce Services Directive 19-05 and Title 2 Code of Federal Regulations (CFR) Part 200: "Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards."

Travel Reimbursements
The travel and per diem rates shall be set in accordance with the California Department of Human Resources for comparable classes. Travel outside the State of California will not be reimbursed unless prior written authorization is obtained from the CWDB.

Contractor Procurement
The Fiscal Agent must determine the relationship with partners within the scope of the grant on a case-by-case basis prior to entering into a contractual agreement. When determining whether a Contractor or Subrecipient relationship exists, the substance of the relationship is more important than the form of the agreement (i.e., grant, contract, subgrant, or subcontract). All characteristics related to the type of provider and agreement should be analyzed and no single factor should be taken in isolation. Not all characteristics will be present in every relationship. Contractors are subject to procurement regulations as defined in CWDB's State-Funded Program: Subrecipient and Contractor Management (CWDB24-01). All state grant procurements must be "necessary and reasonable" in operating the state program and directly contribute to its success and outcomes.

Fair and Reasonable Purchasing
All purchases of goods over $10,000 or subcontracts must be procured through a fair and reasonable contracting method requiring the Fiscal Agent to obtain at least three written, competitive quotes to justify

that the purchase price is fair and reasonable. The Fiscal Agent shall keep quotes for purchases on file and provide them to CWDB upon request.

Noncompetitive Procurement (Sole source)
If a purchase is a sole-source purchase (i.e., only one vendor is capable of providing an item or service, so a competitive bid cannot be obtained), justification must be provided to the CWDB detailing why the purchase cannot be competitively procured and why the selected provider was chosen.

All sole-source purchases (regardless of price) require a Proprietary Letter. A Proprietary Letter explains an entity's rights to its specialized goods or services. Fiscal Agents are not required to submit this letter to the CWDB, but they must obtain and keep the Proprietary Letter on file in case they are monitored.

Community of Practice
Awarded grantees will be required to participate in CWDB-facilitated Community of Practice events. The Community of Practice is a forum for grantees, staff, partners, and other key system stakeholders to share information. It provides an opportunity to solve problems and prioritize challenges addressed through dialogue and proactive thinking. Grantees and their program partners are expected to access peer and expert technical assistance, share successful program models, and coordinate performance criteria and evaluation activities through the learning community. In addition to the statewide Community of Practice described above, awarded grantees must cultivate a Community of Practice within their proposed partnership by hosting in-person and/or virtual gatherings with their proposed partners. Best practices and lessons learned from these network-level Communities of Practice must be documented and shared with the CWDB.

Record Retention
Fiscal Agents are required to maintain the project and fiscal records in a manner that will allow 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 data sources (e.g., computer-generated). Fiscal Agents will retain all records pertinent to this contract for three (3) calendar years from the date of final payment of this contract. Specific documentation and records used for this purpose are within the Fiscal Agent's discretion to determine and produce if requested. The CWDB will rely on federal standards regarding Record Retention and Access.

Advance Payment
This grant operates on a reimbursement structure. Due to funding constraints for the 2026-2027 FY, the CWDB is unable to offer grantees an Advance Payment option.

The CWDB will not, under any circumstances, pay for services provided before the start date or the state's final Standard Agreement approval, whichever is later. Final approval occurs when all parties have signed the Standard Agreement, with the latest signature date being the date of final approval.

Invoicing
Grantees will submit monthly invoices in accordance with funding requirements for approval by CWDB in the Cal-E-Grants system. Invoices are due by the 20th of the month following the invoice period. Invoices must be submitted even when there is a $0 balance for the month. Payments shall be issued within 45 calendar days from the date the invoice is approved and processed by the EDD Fiscal Program Division in accordance with the California Prompt Payment Act.

If a new user needs to complete and submit an invoice on Cal-E-Grants, the primary user for the organization should add a new user rather than create a new Cal-E-Grants account. Refer to Manage Users for instructions on how to add a new user to the primary user's Cal-E-Grants account. Training will be provided for all selected grantees.

Under no circumstances will CWDB pay for services provided after the grant agreement end date. Final invoices for all reimbursable grant activities must be submitted no later than the 20th day of the month following the grant term's end date.

Monitoring and Audits
After grant approval, Fiscal Agents may be monitored and/or audited by the state in accordance with existing policies, procedures, and requirements governing the funding source and grant program. The purpose is to identify areas of strength and non-compliance. If selected, the Fiscal Agent/Awardee is expected to:
- Be responsive to all compliance monitors' Fiscal and Program Management requests.
- Provide reasonable and timely access to records and staff.
- Facilitate access to subcontractors and communicate with compliance monitors promptly and accurately.
- Conduct regular oversight and monitoring of all Fiscal Agents and their contractors.[9]
- Ensure that all awarded funds are compliant with State regulations.

If performance is insufficient or the project is not making progress toward deliverables, the state will consider placing the agency on a cash hold and may de-obligate funds.

Section Eight. Data Collection and Reporting
This section provides applicants with an overview of the data collection, reporting, and evaluation expectations and requirements that may apply to awarded grantees.

Awarded grantees must provide all necessary information to the CWDB to facilitate grant performance evaluation. Each grant will be evaluated using the following criteria:
- Ability to provide the services proposed in the grant to the number of individuals specified in the grant, as evidenced by, among other factors, whether the grantee completed the work proposed.
- Ability of individuals to successfully complete relevant programming funded under the grant, as demonstrated by relevant measures directly related to the purpose of the program.
- Ability of individuals to succeed in both the broader workforce and education system and labor market once they transition into the broader system. This will be measured by tracking these individuals using existing performance monitoring systems and metrics that govern relevant programs and outcomes once they transition into the broader system.
- Ability to provide comprehensive updates on project activities, successes, and challenges, submit accurate reporting, invoices, and contract modification requests throughout the grant term.

Awarded grantees will be responsible for ensuring all program data is captured and that data is, to the extent feasible, complete and accurate.

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9   This requirement ensures that all expenditures meet the cost category and limitation requirements of CWDB, that all Fiscal Agents are compliant with applicable laws and regulations, and provide technical assistance as needed.

Data Management
All information reported to CWDB is expected to be complete, accurate, and proprietary. Reported data will be used by the CWDB for evaluation purposes and only shared publicly as an aggregate of the HIRE program as a whole. The CWDB will not publicly share personally identifiable information of any participant, client, or organization without prior consent or authorization.

Collection of Personal Information
The CWDB administers the HIRE 2.0 grant program as authorized by AB 102. The HIRE grant program entails the collection of Personal Information as defined in the EDD Privacy Policy.

Use of Personal Information
The CWDB collects Personal Information for the following purposes:
- Program evaluation
- Participant eligibility

Providing participant data, program outcomes, and any additional information requested by the CWDB is mandatory. Grantees that decline to provide this information may be subject to revocation of grant funds.

Performance
Applicants must include program performance goals, targets, deliverables, and evaluation metrics that fit the justice-involved population as defined in the Eligible Participants section of this RFA. The CWDB may review and revise these performance criteria with each grantee as needed.

Tracking Participant Milestones and Outcomes
The CWDB is interested in documenting and celebrating milestones in addition to outcomes for participants. Awarded grantees should document success throughout the grant term by choosing to report information regarding participants' completion of milestones. Milestones may include Measurable Skill Gains (MSGs) as defined under the Workforce Innovation and Opportunity Act (WIOA).[10] Success may also be shown by other achievements, such as obtaining a driver's license, entering a substance abuse treatment program, and paying off debts.

HIRE funds support participant success upon completion of certain milestone achievements that align with project objectives. Grantees are encouraged to document progress on various milestones that may be achieved throughout an individual's participation in the program. See Appendix D for further examples of milestone achievements that align with HIRE's objectives.

Applicants should elaborate on the responses they provided in the HIRE 1.0 application regarding how sustainability would be incorporated into their funded projects when responding to HIRE 2.0 narrative questions. The CWDB retains the right to review grantee's previous responses for alignment with the HIRE grant program's objectives and intent for funding.

The CWDB will carefully consider how sustainability elements were both incorporated into funded HIRE 1.0 projects, as well as how proposed HIRE 2.0 funding will be utilized to advance the project's impact(s) for formerly incarcerated and justice-involved individuals beyond the HIRE 2.0 grant term.

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10   WIOA Performance and Indicator Measures

Applicants must include narrative detail on intended strategies to sustain partnerships for serving the reentry population beyond the life of this RFA's funding period.

Collaboration with the HIRE Program Evaluation Team
Awarded grantees must comply with all administrative and reporting requirements. They must submit demographic information on the participants they serve, the services they provide to participants, and the outcomes participants achieve ("Data Metrics") to the CWDB using the Cal E-Grants ("CEG") participant data system. Grantees are required to collect information for all fields listed in CWDB's Participant Data Fields Guide as a condition of funding.

A complete list of data variables that awarded grantees are required to collect is included in Appendix D, along with the source of data. Full definitions of variables and response options are provided in the Grantee Guidance webpage.

Response options described in CEG allow participants to opt out of providing information for most variables; however, grantees must still attempt to collect information via participant self-attestation or documentation supplied by the participant. Any information that establishes eligibility in a program is required and must be provided.

provides additional guidance on CWDB's data security and confidentiality practices, along with the purpose of collecting participant data and some suggested best practices for collecting individual information.

HIRE 2.0 grantees may define additional metrics and must document and report on progress throughout the grant term. Grantees that do not comply with data collection and reporting requirements may be subject to de-obligation of any outstanding grant funds. All reporting requirements outlined in this RFA are subject to change to comply with all state and federal laws.

Grantees may be required to participate in a third-party evaluation of work achieved at the end of the grant term.

Grantee Onboarding and Administration Guide
Following the execution of the grant agreement, the CWDB PIRS team will host individual onboarding sessions and provide grantees with a grant administration guide.

Periodic Review and Information Requests
The CWDB may conduct periodic reviews or request information from Fiscal Agents as needed throughout the grant term. Periodic review and information requests may include, but are not limited to, surveys, interviews, and site visits. If a Fiscal Agent is not performing in accordance with program requirements, the Fiscal Agent will be subject to remedies for non-performance, including cash hold and de-obligation.

Progress Reporting and Close-out
The Fiscal Agent must complete and submit semi-annual progress reports (due on the 20th of the following month after the reporting period) and a close-out report (due 30 days after the end of the grant term). The CWDB reviews the progress reports to ensure projects' progress throughout the grant term.

Fiscal Agents must complete and submit semi-annual progress reports and close-out reports through Cal-E-Grants. An email notification will be sent to the Fiscal Agent when the report is active and available to complete.

The Fiscal Agent is responsible for providing complete and comprehensive responses that demonstrate activities, progress, successes, and challenges in project implementation. Failure to provide correct or responsive answers may impact the performance and evaluation of the Fiscal Agent and the project.

Close-out Period
The grant close-out period refers to the 60-day period before the end date of the grant agreement or its funding being fully utilized. The close-out period is a crucial component of the grant agreement cycle. It is used by the grantee to liquidate remaining obligations and prepare and transmit final fiscal and program documents. Additionally, the grantee should review and update or close out participant data, ensuring that all participant information is accurately entered and captured. The final invoice is due on the 20th of the month following the end of the grant term, and the close-out report is due 30 days after the grant term ends. Grant funds cannot be spent after the grant term ends, nor can prepayment be made for activities that occur outside of the grant term. Any unspent grant funds will revert to the State of California.

CWDB Support
CWDB staff are available to respond to questions about the HIRE grant. Questions about this solicitation and/or Cal-E-Grants issues can be sent to Solicitations@cwdb.ca.gov.

Awarded grantees may submit questions regarding the grant agreement process to Contracts@cwdb.ca.gov. Questions regarding application modifications and/or grant administration can be sent to the grantee's designated contact on the CWDB's PIRS Team.

CWDB PIRS staff will provide day-to-day grant oversight, administrative assistance, and project management, including grant agreement, fiscal, reporting, and grant technical assistance.

Awarded grantees will also work with a Field Specialist from the CWDB's Equity, Climate, and Jobs Branch. The Field Specialist will provide strategic support, capture lessons from the field, and help grantees navigate challenges.

Appendices

Appendix A. Eligible Hub Organizations

Maximum Allowable Funding Requests
The table below lists the allowable maximum funding request for eligible HIRE Networks. Maximum allowable funding requests for Network Hubs are based upon all previously reported Network Spokes remaining within their respective HIRE 1.0 Network. HIRE 2.0 maximum funding requests will be reduced by the CWDB for any Network Hub that excludes one or more Network Spokes that were included in its HIRE 1.0 application.

Organization Name	Allowable Maximum Funding Request
Center for Employment Opportunities, Inc.	$3,400,000
Center for Employment Training	$1,800,000
Christ Centered Ministries	$2,800,000
Epidaurus	$2,400,000
Family Assistance Program	$2,600,000
Latino Coalition for Community Leadership	$1,600,000
Maranatha Christian Center	$1,200,000
SMART Workforce Center	$1,200,000
South Bay Workforce Investment Board	$2,600,000
The San Diego Workforce Partnership	$2,800,000
Workforce Development Board of Solano County	$1,200,000
Youth Employment Partnership, Inc.	$600,000

Appendix B. Eligible Spoke Organizations

Size Designations and Maximum Funding Requests
The organizations listed below are encouraged to continue operating as a Network Spoke within their established HIRE 1.0 Network. However, they may also elect to apply as an Independent project for HIRE 2.0. This table is intended to provide funding guidance to HIRE Network Hubs when calculating the project's total requested funding amount for their projects. Hubs are responsible for verifying their total requested funding amount reflects all members of their existing Network and that all Network Spoke allocations align with the limits in the table below.

Organization Name	Allowable Maximum Funding Request	Organization Size Designation
A New Way of Life Reentry Project	$400,000	Large CBO
Alliance for Workforce Development, Inc.	$400,000	Large CBO
ALWAYS Ready of Southern California	$200,000	Small CBO
California Family Life Center	$400,000	Large CBO
Caminar	$200,000	Small CBO
Center for Living and Learning	$400,000	Large CBO
Center For Urban Excellence	$200,000	Small CBO
Centro Cha	$400.000	Large CBO
Chino Valley Chamber of Commerce	$200,000	Small CBO
Chrysalis	$400,000	Large CBO
Coalition for Responsible Community Development	$400,000	Large CBO
Compatior, inc.	$200,000	Small CBO
Cypress Mandela	$200,000	Small CBO
Defy Ventures	$400,000	Large CBO
ELAC Foundation	$200,000	Small CBO
Five Keys Schools and Programs	$400,000	Large CBO
Foothill Unity Center, Inc.	$400,000	Large CBO
Friends Outside Los Angeles	$400,000	Large CBO
Garden Pathways	$400,000	Large CBO
Guardians of Love	$400,000	Large CBO
Healing Grove Health Center	$200,000	Small CBO
Homeboy Industries	$400,000	Large CBO
Hope, Opportunity, Purpose, and Empowerment Culture, Inc.	$200,000	Small CBO
Inland Southern California 211+	$400,000	Large CBO
Job Training Center	$200,000	Small CBO
Kitchens for Good	$400,000	Large CBO
Lighthouse Social Service Centers	$400,000	Large CBO
Lived Experiences	$200,000	Small CBO
Los Angeles Mission College	$400,000	Large CBO
Love Never Fails	$400,000	Large CBO

Organization Name	Allowable Maximum Funding Request	Organization Size Designation
Loyola Marymount University	$400,000	Large CBO
Man 2 Man Urban Youth Advocate	$200,000	Small CBO
Mary's Mercy Center	$400,000	Large CBO
Mass Liberation	$200,000	Small CBO
Mission Samoa Inc	$200,000	Small CBO
New Opportunities Organization	$400,000	Large CBO
Northern Rural Communities Development, Inc.	$200,000	Small CBO
Operation New Hope	$200,000	Small CBO
Path of Life Ministries	$400,000	Large CBO
Paving The Way Foundation	$400,000	Large CBO
PCS Family Services	$200,000	Small CBO
People Working Together	$200,000	Small CBO
Project Hope CA	$200,000	Small CBO
Reach Out	$400,000	Large CBO
Reignite Hope	$200,000	Small CBO
Restoring Citizens	$200,000	Small CBO
Rise Up Industries	$200,000	Small CBO
Root & Rebound	$400,000	Large CBO
Rubicon Programs	$400,000	Large CBO
SBCS Corporation	$400,000	Large CBO
Starting Over, Inc.	$400,000	Large CBO
Ten Toes In	$200,000	Small CBO
The Anti-Recidivism Coalition	$400,000	Large CBO
The Uncuffed Project	$200,000	Small CBO
Turning Point Alcohol and Drug Education Program, Inc	$400,000	Large CBO
Ultimate Restoration Unlimited, URU Inc.	$200,000	Small CBO
Underground GRIT	$200,000	Small CBO
Uptown Faith Community Center	$200,000	Small CBO
Vehicles for Change-San Diego	$200,000	Small CBO
Victor Valley Family Resource	$200,000	Small CBO
Whole Systems Learning	$400,000	Large CBO
Women Initiating Success Envisioned Inc.	$400,000	Large CBO

Appendix C. Eligible Independent Organizations

Size Designations and Maximum Funding Requests
The table below lists the allowable maximum funding requests for eligible HIRE 1.0 Independent grantees. HIRE 1.0 Independent grantees may only apply using the same project type in HIRE 1.0 and cannot join a HIRE 2.0 Network.

As stated in Appendix B, organizations that served as a HIRE 1.0 Network Spoke may apply for HIRE 2.0 funding as an Independent project, provided they adhere to the thresholds defined below for small and large CBOs.

Organization Name	Allowable Maximum Funding Request	Organization Size
Building Opportunities for Self Sufficiency	$400,000	Large CBO
Lao Family Community Development Inc.	$400,000	Large CBO
Ready To Work	$400,000	Large CBO
Saint John's Program for Real Change	$400,000	Large CBO
Self Awareness and Recovery	$200,000	Small CBO
The Unity Council	$400,000	Large CBO

Appendix D. Examples of Participant Milestones
Below is a list of participant milestones that HIRE awardees may be asked to track.

- Final details will be provided when awardees begin their HIRE programs.
- Reunited with family
- Reunited with children
- Obtained short-term housing
- Obtained long-term housing
- Obtained own vehicle
- Began paying off debt
- Paid off debt
- Began saving money
- Enrolled in/Receiving health coverage
- Received medical treatment for physical issues
- Resolved physical health issues
- Received mental health treatment
- Resolved mental health issues
- Received treatment for substance use
- Completed treatment program for substance use
- Attend ongoing substance use treatment program
- Improved self-esteem
- Improved self-confidence
- Enrolled in government social support services (e.g. TANF)
- Received driver's license
- Registered to vote
- Completed probationCompleted parole

Appendix E. Application Budget Instructions

Award applicants recommended for the HIRE 2.0 award are required to complete and submit application exhibits relating to their budget.

This step is in addition to any requested edits to the Project Narrative, Deliverables, Work Plan, Participant Plan, and Partner Roles and Responsibilities.

Expenditure Plan

This tab must be completed before completing the Budget Summary, Budget Narrative, and Supplemental Budget tabs. Responses from the Expenditure Plan will pre-populate/validate responses in other sections of the application. An error message may appear or data may be lost as a result of not completing this tab first.

Enter quarterly expenditure projections for the proposed grant funding.

The Expenditure Plan will automatically display thirteen (13) quarters for all project types. Only six (6) quarters will need to be completed for the 18-month grant term.

Note: Grant administrative costs are associated with the administrative and general functions of the Awardee/Subrecipient to operate and oversee the grant. These are expenses that support the overall organization and program. These typically include staff salaries for administrative roles, accounting and audit, legal fees, and other allocation of program administrative support and expenses. Administrative costs cannot exceed 10% of grant funding.

Budget Narrative

Provide details related to proposed line-item allocations, including but not limited to cost-breakdown calculations, subrecipient information, and purchase justification.

Supplemental Budget

Complete if grant funds are used for Equipment Purchases, Leased Equipment, Contractual Services, and/or Subrecipient.

Budget Summary

List all line-item allocations of the proposed budget. Costs are divided into two categories: Grant Funds and Leveraged Funds (match).

All projects are required to leverage and/or match at least 50% of their total requested funding amount from a non-HIRE source for their proposed projects and must identify the source of leverage and/or match funds. Failure to identify the source may result in the revocation of the award.