

OVERVIEW

AGENCY: ENVIRONMENTAL PROTECTION AGENCY (EPA)
TITLE: FY24 BROWNFIELDS JOB TRAINING (JT) GRANTS
ACTION: REQUEST FOR APPLICATIONS (RFA)
RFA NO: EPA-I-OLEM-OBLR-23-08

ASSISTANCE LISTING NO.: 66.815

DATES: The closing date and time for receipt of applications is **August 02, 2023**, 11:59 p.m. ET. Applications must be submitted electronically through [Grants.gov](https://www.epa.gov/grants). Applications received after 11:59 p.m. ET **August 02, 2023**, will not be considered. Please refer to the *Due Date and Submission Instructions* in [Section IV.B.](#) and [Appendix 2](#) for further instructions.

Entities that were awarded an FY23 Brownfields Job Training Grant (EPA-I-OLEM-OBLR-22-02) may not apply for a FY24 Brownfields Job Training Grant under this solicitation.

For the purposes of these guidelines, the term “grant” refers to the cooperative agreement that EPA will award to a successful applicant. Please refer to [Section II.C](#) for a description of EPA’s anticipated substantial involvement in the financial assistance agreements awarded under these guidelines.

EPA urges applicants to review the Frequently Asked Questions, which can be found at <https://www.epa.gov/brownfields/frequently-asked-questions-about-brownfields-job-training-jt-grants>.

NOTE: In addition, prior to naming a contractor or subrecipient in your application, please carefully review the EPA’s “[Contracts and Subawards](#)” solicitation clause.

EPA expects that funding awarded will advance the Biden Administration’s [Justice40](#) initiative, which establishes a goal to deliver at least 40 percent of the overall benefits from key federal investments to disadvantaged communities¹.

¹ Applicants should consider appropriate data, indices, and screening tools to determine whether a specific community is “disadvantaged” based on a combination of variables that may include, but are not limited to, the following: low income, high and/or persistent poverty; high unemployment and underemployment; racial and ethnic residential segregation, particularly where the segregation stems from discrimination by government entities; linguistic isolation; high housing cost burden and substandard housing; distressed neighborhoods; high transportation cost burden and/or low transportation access; disproportionate environmental stressor burden and high cumulative impacts; limited water and sanitation access and affordability; disproportionate impacts from climate change; high energy cost burden and low energy access; jobs lost through the energy transition; and access to healthcare. Office of Management and Budget’s Interim Implementation Guidance for the Justice40 Initiative Memo (July 20, 2021). <https://www.whitehouse.gov/wp-content/uploads/2021/07/M-21-28.pdf>

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SECTION I – FUNDING OPPORTUNITY DESCRIPTION

This funding opportunity is made available through EPA’s Office of Brownfields and Land Revitalization (OBLR). This notice announces the availability of funds and solicits applications from eligible entities, including nonprofit organizations, to deliver Brownfields Job Training programs that recruit, train, and retain a local, skilled workforce by prioritizing unemployed and under-employed residents to obtain the skills and credentials needed for pathways into full-time employment in various aspects of hazardous and solid waste management and within the larger environmental field, including sustainable cleanup and reuse, and chemical safety. This program is being funded by the Infrastructure Investment and Jobs Act, Public Law 117-58 (the “Bipartisan Infrastructure Law”).

I.A. Description of Grant

As stated in Assistance Listing 66.815, “The objective of the Brownfields Job Training Program is to recruit, train, and place unemployed and under-employed residents of solid and hazardous waste-impacted communities with the skills needed to obtain full-time, sustainable employment. This program promotes the facilitation of activities related to assessment, cleanup, or preparation of contaminated sites, including brownfields, for reuse, while simultaneously building a local workforce with the skills needed to perform remediation work that is supportive of environmental protection and environmental health and safety.” A critical part of EPA’s Brownfields Job Training program is to further environmental justice by ensuring that all residents living in communities historically affected by economic disinvestment, health disparities, and disproportionate and adverse exposures to environmental contamination, including low-income, minority, tribal and indigenous communities, have an opportunity to reap the benefits of revitalization and environmental cleanup. Through the link to on-the-ground assessment and cleanup activities, Brownfields Job Training Grants provide funding to attract, train, and retain a skilled local workforce by prioritizing unemployed and under-employed residents of communities impacted by a variety of waste facilities, blighted properties, and contaminated sites. Training programs funded by the Brownfields Job Training Grant provide program graduates with the opportunity to seek and obtain environmental jobs that contractors may otherwise fill from outside the affected community. In addition, EPA intends to use the grant opportunity to support the creation of good-paying jobs with the free and fair choice to join a union and the incorporation of strong labor standards and workforce programs, in particular registered apprenticeships, labor management partnerships or other quality workforce training programs, including high quality pre-apprenticeships (tied to Registered Apprenticeships), and Local Hire agreements in project planning stages and program delivery.

Brownfields Job Training Grants help residents take advantage of jobs across a spectrum of brownfield related activities, including the assessment, cleanup, remediation, and planning/site preparation for the revitalization of brownfields. This can involve the assessment and cleanup of solid and hazardous waste; chemical risk management; stormwater management relating to site cleanup; planning and site preparation for low impact development activities; planning and site preparation for green infrastructure installation and maintenance; and vulnerability assessment and contamination mitigation planning.

Applications for grants under the Brownfields Job Training program will be reviewed more

favorably under the Section V evaluation criteria if the applicant targets high-need individuals in the target area who will benefit from the program. For example, unemployed and severely underemployed individuals, dislocated workers, residents of communities disproportionately impacted by environmental or human health harms or risks, including low income, minority, tribal and indigenous communities, formerly incarcerated persons, veterans, and individuals with little to no advanced education past high school level who are impacted by potential environmental justice concerns. Applicants proposing to serve populations facing significant barriers to employment should articulate a strong plan for how they will work with participants to address those barriers and support their success in both the training program and in achieving steady employment. Applicants must identify the target area that they intend to serve. A target area can be any area (e.g., county, city, neighborhood, watershed, etc.) that is impacted by the presence of one or more brownfield sites. EPA will consider applications that propose to serve large geographical areas, especially rural communities that include a number of towns, as well as applicants able to serve sister-cities (partnership between U.S. cities located in different states).

Applicants will be evaluated, as described in [Section V](#), on the extent to which they partner with and secure hiring commitments from local contractors and other stakeholders in communities where EPA-funded projects are located. Such projects may include brownfields assessment, cleanup and redevelopment activities, solid and hazardous waste management, or the remediation of oil spills located on brownfield or Superfund cleanup sites. Applicants should make efforts to link graduates of Brownfields Job Training programs with environmental employment that involves preventing, assessing, managing, and cleaning up contaminated sites or working in environmental areas in the graduates' respective communities. Proposed training should be directly linked to ongoing environmental employment opportunities taking place in the respective community.

To date, EPA has funded 400 job training grants totaling approximately \$93.5 million through the Brownfields Job Training Program, previously also known as the Environmental Workforce Job Development Training Program. As of April 2022, approximately 20,600 individuals have completed training, and over 15,300 of those graduates obtained employment in the environmental field, earning average starting wages of ~\$15 per hour. This equates to a cumulative placement rate of approximately 74% since the program was created in 1998.

I.B. Use of Grant Funds

In addition to brownfields assessment and cleanup training, as well as training in the areas of community involvement and site preparation for sustainability and equitable reuse and development, applicants may choose to deliver a variety of other brownfields related environmental training activities as listed in the examples below. Applicants should tailor curricula to the labor market needs of their targeted community in line with the eligible uses articulated below. The only required training is OSHA 29 CFR 1910.120 40-hour HAZWOPER which includes an in-person personal protective equipment (PPE) component. Applicants proposing an online OSHA 29 CFR 1910.120 40-hour HAZWOPER course are responsible for making sure their computer-based training course meets all OSHA requirements and is supplemented with the required in-person training. Beyond this, the applicant should design a

curriculum of eligible courses that meets the training needs identified by a local labor market assessment and/or employer survey.

- Training in “green remediation” technologies, such as phytoremediation, bioremediation, or soil amendments; advanced sampling instrument operator training; or training in the reuse of biosolids and other industry residuals.
- Training in stormwater management; green infrastructure installation, management, and maintenance; or low impact development (LID) training for the purpose of preparing a brownfield site for sustainable reuse.
- Emergency planning, preparedness, and response training for emergencies leading to contamination on brownfields sites, such as organizing and implementing exercises; outreach to the public; spill response and cleanup, including industrial and environmental (e.g., oil spills, natural disasters, etc.); first responder, disaster site worker certification, and National Incident Management System (NIMS) training; Disaster Recovery.
- Enhanced environmental health and safety training related to site remediation, such as promoting chemical (substance, mixture, or article) safety awareness and stewardship; safe work practices (including an overview of the content of Safety Data Sheets (SDSs) (formerly material safety datasheets (MSDS)), information on exposure guideline limits (Occupational Exposure Limits and Recommended Exposure Limits), information contained within the NIOSH pocket guide to chemical hazards, or the OSHA/EPA Occupational Chemical Database); isolation of work areas; safe storage and handling of chemicals; prevention of spills; and training in an overview of any existing chemical-specific worker training and certification programs, including but not limited to: lead abatement; lead renovation, repair, and painting (RRP); asbestos; diisocyanates (auto-refinishing and spray polyurethane foam); pesticide worker protection standards; PFCs; PBDEs/HBCD; and others.
- Energy efficiency, and alternative energy technologies, such as training in retrofitting technologies, in order to prepare brownfield sites for renewable energy installation for reusing and redeveloping former brownfield sites.

I.C. Eligible Uses of Grant Funds

Grant funds must be used for direct programmatic costs associated with implementing a Brownfields Job Training program. Examples of eligible uses of grant funds are listed below. Please note that this list is intended to be illustrative. Applicants must indicate the specific types of training they propose to deliver in their training program description.

- Personnel costs, including fringe benefits, for instructors to conduct training and other tasks associated with programmatic training
- Personnel and data infrastructure costs to support programmatic reporting requirements, performance-management, and program-evaluation.
- Costs for screening and placement of individuals in the training program.

- Personnel costs for caseworkers or other specialists who work with participants to identify barriers they face to employment, connect them to resources, and support their success in the program and employment for up to one year following the training program.
- Costs for training materials and work gear associated with the training curriculum.
- Development and refinement of existing curricula for training.
- Personnel costs for employer engagement activities, including building new employer relationships, working with employers to inform curriculum, involving employers in the training program, securing hiring commitments for graduates, and supporting trainee success in employment following the program
- Training in the assessment, inventory, analysis, and remediation of sites or facilities at which hazardous substances, pollutants, contaminants, and petroleum products are located, transported, or disposed, including training for jobs in environmental sampling, demolition, underground storage tank removal, groundwater extraction, site remediation, and equitable development associated with brownfields.
- Training in sustainable deconstruction in preparation of a brownfield site cleanup or redevelopment.
- Training participants in the use of techniques and methods for cleanup of hazardous substances, petroleum, and pollutants, such as asbestos abatement; lead abatement; lead renovation, repair, and painting (RRP); mold remediation; and cleaning up sites contaminated by the manufacturing of illegal drugs (e.g., methamphetamine labs), abandoned gas stations, or mine-scarred lands.
- Training in confined space entry.
- Training in first-aid, cardiopulmonary resuscitation (CPR), and blood-borne pathogens.
- Training in chemistry, toxicology, and geology to the extent necessary to inventory, assess, remediate, and clean up contaminated sites.
- Training in the requirements and implementation of the All Appropriate Inquiries (AAI) Final Rule, as required in CERCLA Section 101(35)(B), and due diligence.²
- Training in radiation safety and the cleanup of uranium mine tailings.

² Due diligence is the process for evaluating a property for the potential presence of environmental contamination, and for assessing potential liability for any contamination present at the property.

- Training in Hazardous Material (HAZMAT) commercial driver's license (CDL)³, forklift, and machine operations associated with the transportation of hazardous waste.
- Training in Freon removal or the removal of hazardous substances from white goods located on a brownfield site.
- Training in the use of compost and soil amendments and associated sampling, testing, and design considerations, and management techniques to support the assessment, cleanup and preparation of sites for urban agriculture and horticulture.
- Training participants in planning and conducting ecological restoration of contaminated land, including general botanical classes or introductory horticultural classes related to land and stream restoration or indigenous species and native plant re-vegetation; landscaping; and soil science related to preparing sites for reuse and redevelopment.
- Awareness training in Environmental Stewardship and Environmental Justice to promote community involvement in assessment, cleanup and reuse of brownfield sites.
- Training in climate change mitigation and adaptation or resiliency as it relates to preparation of brownfield sites for cleanup and subsequent reuse.
- Training in Green Infrastructure and Stormwater Management; and Erosion and Sediment Control for site remediation and preparation for reuse and redevelopment.
- Training in building trades related to constructing berms, caps, synthetic barriers, pumping facilities, bioretention systems, and similar structures to remediate contamination and site preparation.
- Training in national historic preservation and tribal historic preservation regulations associated with cleanup projects.
- Training in vapor intrusion testing and mitigation.
- Training in site surveying, mapping, blueprint reading, computer-aided design and drafting (CADD), and geographic information systems (GIS).
- Training in *release detection* methods, techniques, and practices at underground storage tank (UST) facilities where hazardous substances and/or petroleum products are or were located, in order to assess whether the tanks have leaked or may be leaking. This includes training for jobs that conduct activities such as tank or piping tightness testing; testing of spill prevention equipment and containment sumps; inspections of overfill prevention equipment; testing of release detection equipment; and walkthrough inspections.
- On-the-job training insurance for trainees.

³ Commercial Driver's License must be incidental to an overall training course related to hazardous waste transportation. It may not be required or used for any other purpose.

- Mentorship associated with on-the-job training, such as peer mentors where an experienced employee is paired with a new trainee.
- Costs associated with health exams (e.g., pulmonary function tests), drug testing, or licensing fees directly related to the training and/or the placement of graduates in environmental work.
- Costs used to cover rental fees associated with training facilities or minor alteration of existing facilities. (Construction costs are not allowable.)
- Costs associated with eligible participant support costs, including for:
 - Transportation for trainees for site visits during training or to transport trainees to and from class in the form of stipends or other allowable direct costs (e.g. transportation vouchers or vehicle rental).
 - Reasonable stipends to compensate trainees for participating in training. Note that stipends may only be paid for actual time spent in training classes or on-the-job training activities and must not duplicate training support provided through other Federal, state, tribal or local programs.
 - Reasonable child-care subsidies. Note that child-care subsidies must not duplicate child-care support provided through other Federal, state, tribal or local programs.

In their training program descriptions, applicants should describe the process they will follow for determining the amounts of allowable stipends, procedures for accounting for participant support cost payments (including receipts), and documenting that the costs are allowable and do not duplicate other support for the trainee. Additional information on participant support costs is available in [EPA Guidance on Participant Support Costs](#).

I.D. Ineligible Uses of Grant Funds

Examples of ineligible uses of grant funds are listed below. Please note that this list is intended to be illustrative and is not all inclusive. **Grant funds may not be used for the following activities:**

- Training in general construction skills and trades (e.g., carpentry, plumbing, electricity, etc. relating to constructing buildings).
- Training in natural resource extraction or related processes, such as hydraulic fracturing, oil refinery, or mining operations.
- Conducting actual site assessments or cleanups, except within the context of on-the-job training.
- Conducting response activities often associated with actual cleanups (e.g., landscaping, demolition, and groundwater extraction), except within the context of on-the-job training.

Assessment, cleanup, and associated activity costs must be funded through other means.

- General or life skills, education activities, such as remedial classes in math and reading; job readiness training, such as developing resumes and acquiring interview skills; GED costs; website development; vehicle or medical insurance.
- Scholarship funds to support students' enrollment in college courses.
- Membership fees, such as fees required to join placement service organizations or environmental organizations.
- Providing food or light refreshments to employees, instructors, and trainees - except at graduation ceremonies.
- Training that seeks to test a product or is intended to expand a business, including training that seeks to expand construction and demolition debris recycling businesses for example, or training that is intended to only serve staff of an existing business who are already employed with that business.
- Costs for training individuals who are not citizens of the United States, the territories, U.S. possessions or lawfully admitted to the U.S. for permanent residency are unallowable in the Brownfields Job Training Program based on a policy decision to continue to apply the requirements in 40 CFR 45.135(a). These regulatory requirements applied to the Environmental Workforce Job Development Training program which was the predecessor to the Brownfields Job Training Program.
- Costs that are unallowable (e.g., lobbying and alcoholic beverages) under Cost Principles in 2 CFR 200 and 1500, as applicable.
- Matching any other federal funds (unless there is specific statutory authority for the match). The statutory authority for the Brownfields Job Training Program, section 104(k)(7) of the Comprehensive Environmental Response, Compensation and Liability Act (CERCLA) 42 U.S.C. 9604(k)(7) does not provide the requisite authority. Grant funds may be used to match state or local funds, if authorized by the relevant state statute or local ordinance.
- Construction or substantial rehabilitation of buildings or other facilities to house training.
- Training in equipment repairs.
- Foreign travel.
- Application preparation costs.
- Administrative costs, including all indirect costs and direct costs for grant administration in excess of five (5) percent of the total amount of EPA grant funding, with the exception of financial and performance reporting costs (which are considered allowable programmatic costs and not subject to the 5% limitation). (Refer to [Appendix 1](#):

Prohibitions on Use of Funds.)

I.E. EPA Strategic Plan Linkage

The activities to be funded under this announcement support [EPA's FY 2022-2026 Strategic Plan](#).⁴ Awards made under this announcement will support Goal 6 – Safeguard and Revitalize Communities, Objective 6.1 – Clean Up and Restore Land for Productive Uses and Healthy Communities of [EPA's Strategic Plan](#). All applications must be for projects that support this goal and objective.

I.F. Measuring Environmental Results: Anticipated Outputs/Outcomes

EPA requires that applicants adequately describe outputs (performance measures), and outcomes to be achieved under assistance agreements.⁵ Applicants must include specific statements describing the results of the proposed project in terms of well-defined outputs and, to the maximum extent practicable, well-defined outcomes that will demonstrate how the project will contribute to the Agency's strategic plan goal and objective described above in [Section I.E.](#)

Applicants are required to describe how funding will help EPA achieve outputs and outcomes in their responses to the criteria in [Section V](#). Outputs and outcomes specific to each project will be identified as deliverables in the negotiated workplan if the application is selected for award. Recipients will be expected to report progress toward the attainment of expected project outputs and outcomes during the project performance period. Outputs and outcomes are defined as follows:

1. **Outputs:** The term “output” refers to an environmental activity, effort, and/or associated work product related to an environmental goal or objective that will be produced or provided over a period of time or by a specified date. Outputs may be quantitative or qualitative but must be measurable during the project period. The expected outputs for the grants awarded under these guidelines may include but are not limited to:
 - Number of individuals recruited, trained, certified, and placed in environmental careers in communities impacted by solid and hazardous waste sites and facilities. Each grant award is anticipated to result in at least 50 individuals completing training, with a minimum job placement rate of 70%. These target numbers are approximations and will vary by recipient depending on the comprehensiveness of a curriculum and where the recipient is located (urban versus rural locations where a larger number of individuals may be more easily recruited than locations where recruitment may be more challenging as a result of smaller populations).
 - Number of classroom style trainings, practical trainings, and curricula modules.
 - Number of appropriate certifications in environmental sampling and site

⁴ EPA's Strategic Plan is available at <https://www.epa.gov/planandbudget/strategicplan>.

⁵ EPA Order 5700.7, EPA's Policy for Environmental Results under EPA Assistance Agreements is available at <https://www.epa.gov/grants/epa-order-57007a1-epas-policy-environmental-results-under-epa-assistance-agreements>.

- cleanup methods.
 - Number of individuals that receive certifications in OSHA 29 CFR 1910.120 40-hour HAZWOPER training.
2. **Outcomes:** The term “outcome” refers to the result, effect, or consequence that will occur from carrying out the activities under the grant. Outcomes may be environmental, behavioral, health-related, or programmatic; must be qualitative or quantitative; and may not necessarily be achievable during the project period. EPA anticipates the outcomes from the projects awarded under this announcement may be an increase in the capacity of governmental entities and nonprofit organizations to:
- Help residents of communities take advantage of jobs created by the assessment and cleanup of brownfields and the assessment, cleanup, and management of solid and hazardous waste sites and facilities while addressing environmental justice concerns.
 - Provide training that leads to sustainable employment in the environmental field.
 - Improve community involvement in environmental projects and stimulate the development of constructive partnerships.
 - Reduce exposures to hazardous substances and other contaminants and improve the health of workers, occupants, and residents.
 - Foster self-sufficiency and enhance the skills and availability of labor for environmental remediation in environmental justice and other communities impacted by environmental contamination.
 - Enable residents to participate in the promotion of environmental health and occupational safety, both on the job and in their communities.

I.G. Supplementary Information

The statutory authorities for assistance agreements expected to be awarded by EPA under this announcement is CERCLA Section 104(k)(7).

I.H. Additional Provisions for Applicants Incorporated Into The Solicitation

Additional provisions that apply to sections III, IV, V, and VI of this solicitation and/or awards made under this solicitation, can be found at [EPA Solicitation Clauses](#). These provisions are important for applying to this solicitation and applicants must review them when preparing applications for this solicitation. If you are unable to access these provisions electronically at the website above, please contact the EPA point of contact listed in this solicitation (usually in Section VII) to obtain the provisions

SECTION II – AWARD INFORMATION

II.A. What is the Amount of Available Funding?

The total funding available under this competitive opportunity is approximately \$12,000,000

subject to availability of funds, quality of applications received, and other applicable considerations for FY24. EPA anticipates awarding approximately 24 Brownfields Job Training grants. Applicants may apply for up to \$500,000 of EPA funds.

EPA reserves the right to make additional awards under this competition, consistent with Agency policy, if additional funding becomes available. Any additional selections for awards will be made no later than six months from the date of the original selection decision. EPA reserves the right to reject all applications and make no awards under this announcement or make fewer awards than anticipated.

In appropriate circumstances, EPA reserves the right to partially fund applications by funding discrete portions, types of training, or phases of proposed projects. To maintain the integrity of the competition and selection process, EPA, if it decides to partially fund an application, will do so in a manner that does not prejudice any applicants or affect the basis upon which the application, or portion thereof, was evaluated and selected for award.

Awards may be fully or incrementally funded, as appropriate, based on funding availability, satisfactory performance, and other applicable considerations.

II.B. What is the Project Period for Award(s) Resulting from this Solicitation?

The project period for Brownfields Job Training Grants is five (5) years. Training is anticipated to conclude by the end of the fourth year, with the fifth year of the project period devoted to the placement of remaining graduates in employment and reporting accomplishments data to EPA.

II.C. Substantial Involvement

The Brownfields Job Training Grant will be awarded in the form of a cooperative agreement. Cooperative agreements require EPA's Project Officers to be substantially involved in overseeing the work performed by the selected recipients. Although EPA will negotiate precise terms and conditions related to substantial involvement as part of the award process, the anticipated substantial federal involvement for this project may include:

- Close monitoring of the recipient's performance to verify the results.
- Collaboration during performance of the scope of work, including participation in project activities, to the extent permissible under EPA policies. Examples of collaboration include:
 - a. Consultation between EPA staff and the recipients on effective methods of carrying out the scope of work provided the recipient makes the final decision on how to perform authorized activities.
 - b. Advice from EPA staff on how to access publicly available information on EPA or other Federal agency web sites.
 - c. With the consent of the recipient, EPA staff may provide technical advice to recipient contractors or subrecipients provided the recipient approves any expenditures of funds necessary to follow advice from EPA staff. The recipient remains accountable for performing contract and subaward management as specified in [2 CFR §200.318](#) and [2 CFR §200.332](#) as well as the terms of the EPA cooperative agreement.

- d. EPA staff participation in meetings, webinars and similar events upon the request of the recipient or in connection with a co-sponsorship agreement.
- In accordance with 2 CFR 200.325, as appropriate, review of proposed procurements.
- Review and approval of the substantive terms of procurement contracts and subawards (EPA will not select contractors or subrecipients).
- Reviewing qualifications of key personnel. (EPA will not select employees or contractors employed by the award recipient).
- Reviewing and commenting on reports prepared under the cooperative agreement. (The final decision on the content of reports rests with the recipient.)
- Reviewing outputs and outcomes to ensure substantial progress is made in accordance with the cooperative agreement terms and conditions.
- Approval of project phases, such as curriculum development, prior to the implementation of training.

SECTION III – APPLICANT ELIGIBILITY & THRESHOLD CRITERIA

Note: Additional provisions that apply to this section can be found at [EPA Solicitation Clauses](#).

III.A. Who Can Apply?

In accordance with Assistance Listing (CFDA) 66.815, the following entities are eligible to apply for a Brownfields Job Training Grant:

- General Purpose Unit of Local Government (EPA uses the definition of *Local government* in 2 CFR 200.1.)
- Land Clearance Authority or other quasi-governmental entity that operates under the supervision and control of, or as an agent of, a general purpose unit of local government.
- Government entity created by State Legislature.
- Regional Council or group of General Purpose Units of Local Government.
- Redevelopment Agency that is chartered or otherwise sanctioned by a State.
- State.
- Indian Tribe other than in Alaska. (The exclusion of Alaskan Tribes in Alaska, with the exception of the Metlakatla Indian Community as noted below, from grant eligibility is statutory at CERCLA §104(k)(1)). Intertribal Consortia are eligible for funding in accordance with EPA’s policy for funding intertribal consortia published in the Federal Register on November 4, 2002, at 67 Fed. Reg. 67181. (This policy also may be obtained from your EPA Regional Job Training Coordinator listed.)
- Alaskan Native Regional Corporation, Alaska Native Village Corporation, and the Metlakatla Indian Community. (Alaskan Native Regional Corporation and Alaska Native Village Corporation as those terms are defined in the Alaska Native Claims Settlement Act (43 U.S.C. 1601 and following).)
- Nonprofit organizations. For purposes of this grant program, consistent with the definition of *Nonprofit organization* in 2 CFR 200.1 the term “nonprofit organization” means any corporation, trust, association, cooperative, or other organization that is operated mainly for scientific, educational, service, charitable, or similar purpose in the public interest; is not organized primarily for profit; and uses net proceeds to maintain, improve, or expand the operation of the organization. Eligible nonprofit organizations may, but are not

required to be, exempt from taxation under section 501 of the Internal Revenue Code. Workforce Investment Boards and organized Labor Unions that meet these criteria may be eligible nonprofit organizations. Public and nonprofit private institutions of higher education (including community colleges and similar 2-year institutions) are eligible to apply. However, nonprofit organizations described in Section 501(c)(4) of the Internal Revenue Code that engage in lobbying activities as defined in Section 3 of the Lobbying Disclosure Act of 1995 are **not** eligible to apply.

- For-profit or proprietary training organizations or trade schools are **not** eligible to apply.

III.B. Voluntary Cost Share/Leveraging

Consistent with the direction on cost sharing in the Bipartisan Infrastructure Law, cost sharing and matching funds are not required under this competition. Although cost-sharing or matching is not required as a condition of eligibility under this competition, EPA will evaluate responses to the *Leveraging* criterion in [Section V](#). Leveraging is when an applicant proposes to provide its own additional funds/resources or those from third-party sources to support or complement the project awarded under the competition that are above and beyond EPA grant funds awarded. Any leveraged funds/resources, and their source, must be identified in the application. Leveraged funds and resources may take various forms as noted below.

Voluntary cost share is a form of leveraging. As provided in [2 CFR 200.1](#), *Voluntary committed cost sharing* is when an applicant voluntarily proposes to legally commit to provide costs or contributions to support the project when a cost share is not required. Applicants who propose to use a voluntary cost share must include the costs or contributions for the voluntary cost share in the project budget on the SF-424. If an applicant proposes a voluntary cost share, the following apply:

- A voluntary cost share is subject to the match provisions in the grant regulations (2 CFR 200.306, as applicable).
- A voluntary cost share may only be met with eligible and allowable costs.
- The recipient may not use other sources of federal funds to meet a voluntary cost share unless the statute authorizing the other federal funding provides that the federal funds may be used to meet a cost share requirement on a federal grant.
- The recipient is legally obligated to meet any proposed voluntary cost share that is included in the approved project budget as provided in the definition of *Voluntary committed cost sharing* in 2 CFR 200.1. If the proposed voluntary cost share does not materialize during grant performance, then EPA may reconsider the legitimacy of the award and/or take other appropriate action as authorized by 2 CFR 200.339 and 2 CFR 200.340.

Other leveraged funding/resources that are not identified as a voluntary cost share. This form of leveraging may be met by funding from another federal grant, from an applicant's own resources, or resources from other third-party sources. This form of leveraging should be discussed in the application but should not be included in the budget narrative or table. Costs covered by this form of leveraging need not be eligible and allowable project costs under the EPA cooperative agreement. While this form of leveraging should not be included in the budget, if selected, the grant workplan should include a statement indicating that the applicant is expected to produce the proposed leveraging consistent with the terms of the announcement and

the applicant's application. If applicants propose to provide this form of leveraging, EPA expects them to make the effort to secure the leveraged resources described in their applications. If the proposed leveraging does not materialize during grant performance, then EPA may reconsider the legitimacy of the award and/or take other appropriate action as authorized by 2 CFR Parts 200 or 1500.

III.C. Threshold Eligibility Criteria

This section contains the threshold eligibility criteria that ensure applicants are eligible to receive a Brownfields Job Training Grant. Threshold criteria are pass/fail and are based on certain requests for information identified below. The information you submit will be used by EPA solely to make eligibility determinations for grants. The applicant's responses to the threshold criteria **must be included in the Narrative Information Sheet** submitted to EPA or the application will be rejected. Only those applications that specifically address and pass all threshold criteria will be evaluated against the evaluation criteria in [Section V.A.](#) of this announcement.

Entities may not apply for more than one FY24 Brownfields Job Training Grant even if proposing to serve different target areas. Applicants that exceed the number applications allowable will be contacted, prior to review of any of the applications by EPA, to determine which application(s) the applicant will withdraw from the competition.

In addition, applications must be submitted through www.grants.gov as stated in [Section IV.](#) and [Appendix 2](#) of this announcement (except in the limited circumstances where another mode of submission is specifically allowed for as explained in [Appendix 2](#)) on or before the application submission deadline. Applicants are responsible for following the submission instructions in [Section IV.](#) and [Appendix 2](#) of this announcement to ensure that their application is submitted on time.

Applications received after the submission deadline will be considered late and deemed ineligible without further consideration unless the applicant can clearly demonstrate that it was late due to EPA mishandling or because of technical problems associated with www.grants.gov or relevant www.sam.gov system issues. An applicant's failure to timely submit their application through www.grants.gov because they did not timely or properly register in www.sam.gov or www.grants.gov will not be considered an acceptable reason to consider a late submission.

EPA will verify that the Unique Entity Identifier (UEI) number listed on the application is the correct UEI number for the applicant's organization/department. If the correct UEI number is not included in the application, the application may be deemed ineligible. Applicants need to ensure that the correct Authorized Organization Representative (AOR) and UEI number of the entity that will receive the award and will be held accountable by EPA for the proper expenditure of funds are listed on the application.

Responses to each item below are required and **must be included in the Narrative Information Sheet** that is included in the application submitted to EPA. See [Section IV.C.](#) for a complete list of required documents that must be submitted.

1. Applicant Eligibility

Describe how you are an eligible applicant as described in [Section III.A](#). For entities other than cities, counties, tribes, or states, please attach documentation of your eligibility, such as nonprofit status, resolutions, or statutes.

2. Demonstration that Proposed Project Does Not Duplicate Other Federally Funded Environmental Job Training Programs

Demonstrate that the proposed training project does not duplicate other federally funded programs for environmental job training in your target community, including training provided through EPA’s Superfund Job Training Initiative (SuperJTI); EPA’s Environmental Justice Small Grants Program Assistance Listing 66.604; and EPA’s Surveys, Studies, Investigations, Training, and Special Purpose Activities Relating to Environmental Justice Grants Program Assistance Listing 66.309. Applicants must demonstrate that the proposed training project does not duplicate National Institute of Environmental Health Sciences (NIEHS) Hazardous Waste Worker Training programs in their target community or Department of Labor (DOL) grant funds that include brownfields remediation, renewable energy, HVAC, or other energy-related training or wastewater treatment technology operator training. Federal agencies maintain lists of these grant programs at the following websites:

EPA: www.epa.gov/superfund/superfund-job-training-initiative
www.epa.gov/environmentaljustice

NIEHS: www.niehs.nih.gov/careers/hazmat/about_wetp/ecwtp/index.cfm

DOL: <https://www.dol.gov/general/grants/howto>

If you are listed on any of these websites as a recipient, you must demonstrate how services under this proposed project will complement, but not duplicate, the existing federal environmental job training activities (i.e., different target audience, such as a different age group, differing types of certification training).

If you are not listed on the above websites but are the recipient of other federally funded environmental or “green job” training programs serving your area or community(ies), you must similarly demonstrate how services under this proposed project will complement, but not duplicate, the existing federal environmental job training activities. These other programs may include funding provided by Housing and Urban Development (HUD), Department of Energy (DOE), Health and Human Services (HHS), and other federal agencies. EPA may also conduct internal screening to ensure demonstration of non-duplication and will coordinate duplication screening with federal partners. If your proposed target community is not a recipient of any federally funded environmental or “green job” training programs, a statement to this effect must be included in the threshold criteria section of your Narrative Information Sheet.

3. Required HAZWOPER Training

Your application must document that OSHA 29 CFR 1910.120 40-hour Hazardous Waste Operations and Emergency Response (HAZWOPER) training will be included in your training curriculum and be provided to **all trainees** in the proposed program. Applications that do not include 40-hour HAZWOPER in their training curriculum will be rejected.

4. Federal Funds Requested/Funding Amount

Applications with project periods exceeding five (5) years or requesting more than \$500,000 in federal funds for the entire project period will not be reviewed. Please indicate your requested funding amount and estimated project period.

5. Substantial Conformity with Instructions and Format Requirements

Applications must substantially conform to the application submission instructions and format requirements set forth in [Section IV](#) of this announcement or they will be rejected. Pages in excess of the page limitations stated in [Section IV](#) will not be reviewed.

6. Training Curriculum Chart Indicating the Cost of Each Course

As part of the application, applicants must submit a detailed training curriculum chart with associated costs for each training course as referenced in [Section IV.E](#). Applicants must calculate and indicate what percentage of the grant budget will be allocated for each training course within this chart. The training curriculum chart with associated costs for each training course is not considered an attachment and must be included with responses to the ranking criteria as part of the Narrative. When addressing this threshold criterion in your Narrative Information Sheet, indicate on which page of the application your training curriculum chart can be found. Note that applicants may use training curriculum chart formats other than the one EPA provides as a sample to meet this requirement and that applicants who use a different training curriculum chart format will not be penalized in the evaluation process.

7. Target Area

You must identify the target area (as defined in [Section I.A.](#)) you propose to serve, including the town or city, as well as the neighborhood(s). Applicants cannot propose to serve multiple target areas. However, EPA will consider applications that propose to serve large areas, especially in rural communities, that may include a number of towns, as well as applications seeking to serve sister-cities.

Additionally, applicants other than tribal governments: If the target area is smaller than a city/town, list the census tract number(s) within the target area. (Please see the [JT FAQs](#) for guidance on how to find a census tract.)

8. Previous Funding Requirement

Please note that applicants who were awarded a Brownfields Job Training Grant (EPA-I-OLEM-OBLR-22-02) from EPA in Fiscal Year 2023 (FY23) are not eligible to apply under this competition. Grant recipients who received JT funding in FY23 may not apply under this competition under any circumstance, even if the applicant proposes to serve a different city or target area. Applicants who received a Brownfields Job Training grant in, or before, Fiscal Year 2022, and who did not receive funding in FY23 as described above, are eligible to apply for funding under this competition. Please list the most recent year you received a Brownfields Job Training Grant from EPA, or if you have not received a grant in the past, in your Narrative Information Sheet.

Applicants deemed ineligible for funding consideration as a result of the threshold eligibility review will be notified within 15 calendar days of the ineligibility determination.

If an application is submitted that includes any ineligible tasks or activities, that portion of the application will be ineligible for funding and may, depending on the extent to which it affects the application, render the entire application ineligible for funding.

EPA staff will respond to questions regarding threshold eligibility criteria, administrative issues related to the submission of the application, and requests for clarification about this announcement. For purposes of the threshold eligibility review, EPA, if necessary, may seek clarification of applicant information that is included in the application and/or consider information from other sources, including EPA files. Such communications shall not be used to correct application deficiencies or material omissions, materially alter the application or project proposed, or discuss changes to the applicant's responses to any evaluation or selection criteria.

In order to maintain the integrity of the competition process, EPA staff cannot meet with individual applicants to discuss draft applications, provide informal comments on draft applications, or provide advice to applicants on how to respond to ranking criteria. EPA's limitations on staff involvement with grant applicants are described in [EPA's Policy for Competition of Assistance Agreements](#).⁶

SECTION IV – APPLICATION SUBMISSION INFORMATION

Note: Additional provisions that apply to this section can be found at [EPA Solicitation Clauses](#).

IV.A. How to Obtain an Application Package

A copy of these guidelines can be obtained from the [EPA Brownfields Program](#) website⁷ or through www.grants.gov.

IV.B. Due Date and Submission Instructions

Your organization's Authorized Organization Representative (AOR) must submit your complete application package electronically to EPA through www.grants.gov. Applications must be submitted no later than 11:59 p.m. ET on **August 02, 2023**. Please allow enough time to successfully submit your application package and allow for unexpected errors that may require you to resubmit. Occasionally, technical and other issues arise when using www.grants.gov.

Applications submitted after 11:59 p.m. ET August 02, 2023, will not be considered for funding.

In order to submit an application through www.grants.gov, you must:

1. Have a unique entity identifier (UEI),
2. Have an active System for Award Management (SAM) account in www.sam.gov,
3. Be registered in www.grants.gov, and
4. Be designated as your organization's AOR.

The registration process for all of the above items **may take a month or more to complete.**

⁶ EPA Order 5700.5A1, *EPA's Policy for Competition of Assistance Agreements* is available at <https://www.epa.gov/grants/epa-order-57005a1-epas-policy-competition-assistance-agreements>.

⁷ EPA Brownfields Program website is available at www.epa.gov/brownfields.

The electronic submission of your application must be made by the AOR of your institution who is registered with www.grants.gov and is authorized to sign applications for federal assistance. Refer to [Appendix 2](#) for specific instructions on the use of www.grants.gov.

If you do not have the technical capability to apply electronically through www.grants.gov because of limited or no Internet access which prevents you from being able to upload the required application materials to www.grants.gov, please refer to the procedures in [Appendix 2](#). You should make every effort to complete the registration process in order to apply through www.grants.gov. There is no guarantee EPA will accept the submission outside of www.grants.gov. **Requests received after August 2, 2023 at 11:59 PM ET will not be reviewed or considered.**

If you submit more than one application for the same, identical project (either in error or to replace a previously submitted application), EPA will only review the most recently received application for that project unless you notify Matt Wosje (Wosje.Matthew@epa.gov) and specify which application you want EPA to review.

IV.C. Content and Form of Application Submission

Upon receipt, applications will be reviewed for substantial conformity with the format requirements and page limits listed below, per the threshold eligibility criteria in [Section III.C](#). All application materials, including Partnership letters, must be submitted in English. Photos and graphics **will not be considered**. The Narrative and Narrative Information Sheet must be typed on letter-sized (8½ x 11 inch) paper, be single-spaced, and should use Times New Roman, Arial, or Calibri font, sized no smaller than 11 point. Attachments are limited to those identified below and are limited to one scanned image per page. Application materials and attachments exceeding the page limits described below will not be reviewed. Applicants are responsible for submitting a complete application, as described below, by the due date.

APPLICATION SUBMISSION CHECKLIST

<ul style="list-style-type: none">• Federal application materials required by www.grants.gov (see Appendix 2)
<ul style="list-style-type: none">• Narrative Information Sheet (3-page limit, single-spaced) (see Section IV.D.)
<ul style="list-style-type: none">• The Narrative, which includes responses to all seven ranking criteria (12-page limit, single-spaced)
<ul style="list-style-type: none">• Attachments (15-page limit) (see Section IV.F.)<ul style="list-style-type: none">○ Documentation of applicant eligibility (if applicable)○ Milestone Schedule○ Documentation of Other Factors○ Partnership Letters identified in your application <p>Note: Documentation of nonprofit applicant eligibility must be included with the required attachments but does NOT count towards the attachments page limitation</p>

Before you submit your application for a Brownfields Job Training Grant, please ensure the following documents are included in your package submitted to EPA via www.grants.gov (please note – do not submit this checklist with your application)

IV.D. Narrative Information Sheet

The Narrative Information Sheet must address the information below and shall not exceed three (3) pages, single-spaced. Any pages submitted over the page limit will not be considered. EPA does not consider information in the Narrative Information Sheet to be responses to the evaluation criteria. The Narrative Information Sheet must be written on your organization's official letterhead and signed by an official with the authority to commit your organization to the proposed project.

- A. Applicant Identification: Provide the name and full address of the entity applying for funds. This is the agency or organization that will be receiving the grant and will be accountable to EPA for proper expenditure of funds. **Include the applicant's Unique Entity Identifier (UEI) Number.**
- B. Responses to the Section III Threshold Eligibility Criteria:
1. Applicant Eligibility (see Section III.A);
 2. Demonstration that Proposed Project Does Not Duplicate Other Federally Funded Environmental Job Training Programs (see Section III.C.2);
 3. Required HAZWOPER training (reference page number where this training is discussed within the Narrative);
 4. Federal Funds Requested: \$_____ (must not exceed \$500,000);
 5. Substantial Conformity with Instructions and Format Requirements (see Section IV.E);
 6. Training Curriculum Chart Indicating the Cost of Each Course (reference page number where the chart is located within the Narrative); and
 7. Target Area (see Section I.A)
 8. Previous Funding Requirement (as described in Section III.C.)
- C. Grant Type: Indicate "Brownfields Job Training Grant."
- D. Location: Provide your city, county, and state or reservation.
- E. Contacts:
- a. Project Director: Provide the name, phone/fax numbers, email address, and mailing address of the project director assigned to the proposed project. This person may be contacted if further information is needed.
 - b. Chief Executive/Highest Ranking Official: Provide the name, phone/fax numbers, email address, and mailing address of the applicant's Chief Executive (e.g., mayor of a city, executive director of a nonprofit, etc.). This person may be contacted if further information is needed.
- F. Project Period: Length of proposed project period (must not exceed five (5) years).
- G. Population: Provide the general population of the area you are proposing to serve and your defined target community. Tribes must provide the number of tribal/non-tribal members affected. Your jurisdiction's population can be found at www.census.gov.

- H. Training: Clearly indicate what types of training you will include in your proposed curriculum and at what level the training will be delivered as referenced in [Section I.B.](#)

IV.E. Narrative

The Narrative shall not exceed 12 single-spaced pages. Any pages submitted over the page limit will not be evaluated.

The Narrative must include clear, concise, factual responses to all criteria listed in [Section V.](#) The Narrative must provide sufficient detail to allow for an evaluation of the merits of the application. Do not include discussions of broad principles that are not specific to the proposed work or project covered by your application. If a criterion does not apply, clearly state this. **Any criterion left unaddressed may result in zero points given for that criterion.** Responses to the criteria should include the criteria number and title but need not restate the entire text of the criteria. Do not provide photos or extraneous materials.

1. Community Need

This section of your application provides the context for your project. The needs defined in this section should provide the foundation for your discussion of the proposed Brownfields Job Training Program, including planned community engagement and partnerships, and the ways the program will ultimately benefit your community and program participants (both outputs and outcomes). This section of your Narrative should describe your community, identify a target area(s) within your community as well as the specific groups of high-need individuals who will benefit from the program, discuss the impacts from brownfields and other environmental issues, and discuss the community's economic condition and challenges.

A. Community Description

Provide a detailed description of your community. Provide demographic information that demonstrates how your target community and the specific groups of individuals you aim to serve are residents in underserved communities⁸, including population, unemployment rate, poverty rate, percent minority, per capita income, and/or other relevant statistics. Provide information on how your project will help facilitate the identification and reduction of threats to human health and the environment that may

⁸When EPA uses the term “underserved communities” it has the meaning defined in Executive Order 13985: *Advancing Racial Equity And Support For Underserved Communities Through The Federal Government*, which defines “underserved communities” as “populations sharing a particular characteristic, as well as geographic communities, that have been systematically denied a full opportunity to participate in aspects of economic, social, and civic life as exemplified in the preceding definition of equity.” As described in the Executive Order, the term “equity” means the consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment, such as Black, Latino, and Indigenous and Native American persons, Asian Americans and Pacific Islanders and other persons of color; members of religious minorities; lesbian, gay, bisexual, transgender, and queer (LGBTQ+) persons; persons with disabilities; persons who live in rural areas; and persons otherwise adversely affected by persistent poverty or inequality. It also includes “communities environmentally overburdened,” that is, a community adversely and disproportionately affected by environmental and human health harms or risks, and “disadvantaged, communities” as referenced in Executive Order 14008, *Tackling the Climate Crisis at Home and Abroad*, and defined in Office of Management and Budget’s Memo M-21-28: Interim Implementation Guidance for the Justice40 Initiative.

be associated with exposure to hazardous substances, pollutants, or contaminants, and the health or welfare of children, pregnant women, minority or low-income communities, or other sensitive populations⁹. Additionally, describe how the proposed project will benefit disadvantaged communities as identified in the Biden Administration’s Justice40 Initiative. For additional details regarding Justice40, please see [FY24 FAQ](#).

Applicants are encouraged to use [EPA's EJScreen Tool](#) (or other EJ-focused geospatial mapping tools) to identify or gain a better understanding of the communities that may be adversely and disproportionately affected by environmental or human health harms and risks and that may potentially be underserved communities. Applicants can include data from EJScreen in the Narrative to help characterize and describe the target area(s) and its community(ies). Data from other sources (e.g., studies, census, and third-party reports) can also be included to give a more complete picture of the impacted communities and populations. For more information on using EJScreen data in your Brownfields Job Training Grant application, please refer to the [FY24 FAQs](#) and a recorded demonstration available on [EPA’s Brownfields Program website](#).

Applicants may consider using the [Climate and Economic Justice Screening Tool \(CEJST\)](#) as an optional tool to help identify disadvantaged communities, as defined by the White House Council on Environmental Quality, for purposes of Justice40. For more information on using CEJST data in your Brownfields Job Training Grant application, please refer to the [FY24 FAQs](#).

Provide census-based demographic data for your target community and compare the data to the larger local, state, and national demographics, as described in the sample format below. Applicants may, but are not required to, use the sample format below to organize demographic data. Applicants who do not use this format will not be penalized during the evaluation process. Applicants may use additional rows or text, to include other data or information, including data related to disproportionate environmental or human health harms and risks, which provide a compelling explanation for why you selected the target area. Responses should clearly identify sources of information used.

	Target Community (e.g., Census Tract)	City/Town or County	Statewide	National
Population:				316,127,513 ¹
Unemployment:				8.3% ²
Poverty Rate:				15.5 % ³
Median Household Income:				\$53,889 ³
Percent Minority:				37.8% ¹
Other: <i>Include other relevant data, including</i>				

⁹CERCLA 104(k)(6)(x).

<i>potential environmental or human health harms and risks, in additional rows.</i>			
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¹Data are from the 2014 American Community Survey data profile and are available on American FactFinder at http://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_14_5YR_DP05&src=pt

²Data are from the Bureau of Labor Statistics (The Employment Situation – March 2016) and are available at <http://www.bls.gov/news.release/pdf/empsit.pdf>.

³Data are from the 2014 American Community Survey data profile and are available on American FactFinder at http://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_14_5YR_DP03&src=pt.

Sample Format for Demographic Information

B. Labor Market Demand

Provide a description of the local labor market assessment and/or employer survey you, as the applicant, conducted. Detail the methods and results of the steps taken to assess the local labor market demand and indicate the time period associated with your assessment. Discuss what certifications you are proposing to incorporate into your curriculum that will meet the labor market demands, as identified by the employers you are partnering with. Discuss how the training curriculum you are proposing will equip students for high-quality jobs that pay family-sustaining wages in your proposed community. The U.S. Department of Labor and Department of Commerce have outlined eight [Good Jobs Principles](#) that articulate key features of a good job.

2. Training Program Description

This section of your application must provide a detailed description of the proposed curriculum and how it is comprehensive, achievable, and eligible. Describe how the training is structured to meet the needs of the students, employers, and the community. Describe how courses offered and certifications graduates earn ensure employment and meet the hiring needs of employers in your community. Discuss if you are proposing a pre-apprenticeship program in partnership with a local employer or labor union with a guaranteed pathway into a Registered Apprenticeship Program. Indicate if training courses will be offered to every student or if courses are separated into different specialized training tracks. Describe your plans on how you will deliver your training as explained in [Section I.A](#), and which will be evaluated under the threshold eligibility process described in [Section III.C](#). Describe how the execution of your training program will incorporate sustainable practices, such as the recycling and reuse of training materials, purchasing, or leasing more sustainable equipment, supplies, and services, or other practices that directly reduce water, materials, energy, or air impacts.

Applicants may, but are not required to, use the sample table format provided below. Applicants who do not use this format will not be penalized during the evaluation process. Include the course name, the level of training to be provided (awareness, intermediate, or advanced), the type of certification(s) to be earned (state, federal, or other), the number of hours it will take to complete each course, the course schedule, and the training provider (if known). Add or remove rows from the suggested training program table format, as necessary, to accurately and fully detail your training program.

Do not include training that is ineligible for EPA grant funding, such as training in general construction and carpentry, or life skills training. Applicants who propose ineligible uses of funding, as described in [Section I.D.](#), will be evaluated less favorably.

Include the cost of each course, how many times that given course will be offered, and the percentage of your **entire** grant budget that is allocated for the total cost of each training course, as referenced in the threshold criteria. For example, if you are requesting a total of \$500,000 in funding from EPA for a course that costs \$2,500 per cohort of students and will offer that course to three cohorts, then the total cost of that course is \$7,500, or 1.5% of your total budget.

Ensure that the costs for training listed in your training program table correspond with the dollar amount listed in your budget chart below where costs for each training course are explained in detail, including details if the costs are being allocated as personnel costs or contractual costs.

Sample Training Program Table Format

Course Name	Level of Training	Type of Certification	# of Hours	Start Date - End Date	# of Times Course will be Offered		Training Provider (if known)	Cost of Course	Percent of Grant Budget
Totals:									

3. **Budget**

This section of your application provides a description of the proposed program’s budget and planned usage of EPA funds. Applicants may, but are not required to, use the table format below to identify specific tasks for which EPA funding will be used. Applicants who do not use this format will not be penalized during the evaluation process. Specify the costs by budget category, associated with each task. Tasks shown in the sample table format are examples and can be edited as needed to be tailored to the applicant’s program. Add columns for additional tasks if necessary. EPA provides general guidance on how to characterize costs for budgeting purposes in [Interim General Budget Development Guidance for Applicants and Recipients of EPA Financial Assistance](#).

In addition to the budget table, provide a budget description for each task in narrative format. Provide the basis for each cost estimate, as well as the projected outputs where possible (e.g., student safety equipment for 100 students at a cost of \$50 each for a total of \$5,000). EPA encourages applicants to set aside appropriate funding to support placement and tracking of graduates. Describe your approach, procedures, and controls for ensuring that grant funds will be expended in a timely and effective manner.

Note: Transportation stipends, monetary stipends, and childcare subsidies are considered participant support costs that are separate and do not count towards instruction/training costs. Total amount of stipends may not exceed 40% of total award. Do not include tasks for activities or costs that are ineligible uses of EPA funds.

Administrative costs (direct costs for grant administration and indirect costs) may not exceed 5% of the total requested EPA funds. EPA considers costs for performance and financial reporting to be allowable programmatic costs that are not subject to the 5% limitation. Costs must be classified as direct or indirect consistently as required by 2 CFR 200.403(d) and 200.412 and applicants may not classify the same cost in both categories.

Sample Budget Chart

Budget Category	Project Tasks				Total
	Outreach and Recruitment	Instruction/ Training	Program Management	Placement and Tracking	
Personnel					
Fringe benefits					
Travel					
Contractual					
Supplies					
Other (Please be specific for Participant Support Costs such as stipends)					
Total EPA Funds					

4. Program Structure, Anticipated Outputs and Outcomes

This section of your application provides detail on the proposed program’s structure and anticipated outputs and outcomes as described in [Section I.F.](#)

A. Outputs and Outcomes

Provide detailed information on how many participants you expect to enroll, the number of students anticipated to graduate from the proposed training program, and the targeted placement rate of graduates in environmental employment. A sample template is provided to assist applicants.

Provide detailed information on post-program outcomes and how they reflect the challenges you presented in the community need section. Discuss how you will evaluate progress towards achieving the expected short-term and long-term project outputs and outcomes. Clearly explain how your proposed timeline for achieving deliverables of the project, as reflected in the attached milestones schedule, is identified, detailed, and realistic.

Sample Outputs

Overall # of Participants	# of Graduates Completing Program	# of Graduates Placed in	

Enrolled in Program		Environmental Positions	# of Graduates Not Placed but Pursuing Further Education

B. Recruitment and Screening

Explain how you will market your program to prospective students and recruit unemployed or under-employed individuals, including individuals from underserved populations (e.g. low income, minority, tribal and indigenous communities, formerly incarcerated persons, veterans, and individuals with little to no advanced education past high school level who are impacted by potential environmental justice concerns). Describe strategies for working with trusted community leaders and community-based organizations for recruiting underrepresented and underserved populations. Discuss the screening, retention, and attrition strategies that will be utilized by your program that prospective students must pass to participate in the proposed program and describe how these requirements are appropriate for your target population(s). Describe how this grant will be utilized to alleviate the burden of fees to participants, if any (e.g., licensing, certification, and medical examination fees). Describe the accessibility of your training facilities as not to overburden the target population (e.g., proximity to public transportation, parking accessibility, access for individuals with disabilities). Please note that any fees you collect will be considered “program income” under 2 CFR Part 200 and must be used for the Brownfields Job Training program activities described in your approved grant award.

C. Program Support

Discuss the job search support and resources available for participants of your job training program, including the extent to which your organization will assist with initial job placement and continuous employment for participants, the extent to which your organization will track graduates and for how long (must be a minimum of one (1) year), and the extent to which you will utilize federal and local hiring incentives (e.g., first-source or local hiring ordinances, tax incentives, wage subsidies, etc.) that can increase the likelihood of employment for program graduates in your community. Discuss how you will market these incentives to employers.

D. Program Sustainability

Describe your plan for sustaining and continuing your environmental job training program once EPA funds are exhausted. This may include interest from your local public workforce agency or your partner employers to collaborate to continue offering the training.

5. Partnerships

This section of your application provides a description of the proposed program’s partners.

All successful applicants have a variety of partners that are actively involved in the

project and commit to supporting the project in specific ways. EPA expects these types of partners:

- Environmental. Organizations supporting environmental cleanup work.
- Job-Readiness. Organizations providing life skills and other job-readiness tools that are not eligible for funding under this RFA to students.
- Community. Local organizations providing outreach and community voice to the project.
- Employers. Organizations with market insight that inform curriculum and make commitments to hire graduates.

A. Identify your project partners and how those partners support various elements of the proposed project. Applicants may, but are not required to, use the sample format below to organize your response. Applicants who do not use this format will not be penalized during the evaluation process. EPA recognizes that some partners serve multiple roles. EPA also recognizes that some applicants provide these services themselves, such as job-readiness training and employment. Use the narrative to describe your particular program structure. Partner commitments listed in the table must match commitments made in the Partnership Letters. Note that any financial transactions with for-profit partners such as consultants or commercial training providers must comply with the competitive procurement requirements in 2 CFR Parts 200 and 1500 and services must be acquired in compliance with the Good Faith Effort provisions of 40 CFR Part 33, EPA’s Disadvantaged Business Participation Rule. Subawards must comply with EPA’s Subaward Policy which precludes using subawards to acquire services from for-profit organizations. Please carefully review Section IV.d, “Contracts and Subawards”, of [EPA’s Solicitation Clauses](#). EPA provides detailed guidance on these competitive procurement requirements and subawards in our [Best Practice Guide for Procuring Services, Supplies, and Equipment Under EPA Assistance Agreements](#) and [Subaward Frequent Questions](#).

Sample Format for Partnerships

Partner and Contact	Partner Type (environmental, job readiness, community, employer)	Partner Commitments (only include commitments stated in the attached Partnership Letters)

B. Collaboration with Environmental Entities

Provide information on any specific efforts made to collaborate with, including, but not limited to, brownfield multipurpose, assessment, revolving loan fund, and cleanup grant recipients in your community. Explain how past and/or future efforts to collaborate with local environmental projects taking place in your target community will enhance and foster future employment for job training graduates. Discuss your organization’s relationship with your local economic development or

other city or county departments and if these relationships resulted in the placement of graduates with local contractors in your community. Please provide Partnership Letters for any commitments these partner organizations have made to assist with your training program.

C. Collaboration with Job-Readiness/Life Skills

Provide information on any specific efforts made to collaborate with organizations that provide job readiness and job-readiness skills (e.g., life skills training, pre-employment training, GED preparation, academic enhancement, substance abuse counseling, etc.) that are not eligible for funding under this RFA. Discuss the extent to which partners (e.g., local community groups, Workforce Development Boards, One Stop Centers, and academic institutions located in or near the affected community), have committed to providing support to your program. Explain how your program and partners' expertise ensures trainees will be job ready and have the pre-employment skills needed to secure full-time work. Please attach Partnership Letters indicating commitments these partner organizations have made to your proposed program. Carefully review the EPA's "[Contracts and Subawards](#)" solicitation clause before naming an entity that will receive EPA funds provided under this RFA as a partner. Note that naming a commercial firm or an individual consultant or instructor as a partner does not justify a sole source procurement contract in excess of the micro-purchase threshold which is \$10,000 for most applicants. However, nonprofit organizations such as Labor Unions and public institutions of higher education such as community colleges are eligible for non-competitive subawards.

D. Collaboration with Community

Discuss the relationships you have with community leaders and community-based organizations to support the success of the students in this program. This may include partnerships such as those focused on recruiting students from underrepresented and underserved populations or partnerships with community-based organizations that offer supportive services for students. Examples of community-based organizations include faith-based organizations, local community groups and block clubs, high schools, social service providers, etc. Describe any efforts you took to notify and involve the local community, and/or hold any public comment sessions during the development of your application. Provide detailed information on how these collaborations will continue throughout the program. Please attach Partnership Letters indicating commitments these partner organizations have made to your proposed program.

E. Collaboration with Employers

Discuss the extent to which the employer community (e.g., local businesses, environmental contractors, labor unions, site owners) or local labor unions is involved in the development of the proposed job training program and offered assistance in the implementation of your program (e.g., curriculum development, advisory council participation, registered apprenticeships, pre-apprenticeships tied to registered apprenticeships, internships, on-the-job training, and mentoring). Provide detailed information on specific efforts related to employer involvement, such as meeting dates, etc., that occurred during the preparation of this application.

Describe any commitments employers have made to enhancing a graduate's chance of being hired including, but not limited to, commitments to interview students, hire graduates, provide on-the-job training, and/or mentoring. Discuss any partnerships you established with employers who hired graduates of your program in the past. Please provide Partnership Letters from past and prospective employers affirming their involvement and commitment to the proposed program.

6. Leveraging

Demonstrate how you will leverage additional funds/resources beyond the grant funds awarded by EPA to support the proposed project activities and how these funds/resources will be used to contribute to the performance and success of the proposed project. Note whether any leveraged funding will be in the form of a legally binding *Voluntary committed cost sharing* as defined in 2 CFR 200.1. Amounts identified as *Voluntary committed cost sharing* must be included in the budget on the SF 424A and addressed in the budget narrative described above. Note also that Voluntary committed cost sharing may only include costs that are eligible for funding under this RFA as described above. Costs for ineligible activities such as life skills training, GED preparation and substance abuse counseling do not qualify as *Voluntary committed cost sharing*.

Describe the extent to which in-kind and/or partner commitments to providing monetary services/resources to the proposed job training program (e.g., staff time, life skills training, pre-employment training, student stipends, supplies, personal protective equipment (PPE), transportation and bus tokens, GED preparation, child care, academic enhancement, substance abuse counseling, etc.) are already committed to your program. If such commitments are not yet made, describe the likelihood that these commitments will materialize during the project.

Describe the amount(s) and type(s) of leveraged resources, including voluntary committed cost share, that will be available to your project and for what tasks they may be used. Applicants may, but are not required to, use the optional table format below to illustrate for which tasks leveraged funds will be used and how much leveraged funding you plan to use for each task. Applicants who do not use this format will not be penalized during the evaluation process. Please modify task categories and add rows as necessary. For each source of funding, list whether it is an anticipated source of funding or a confirmed source of funding.

Selected applicants are expected to abide by their proposed leveraging commitments during grant performance and the failure to do so may affect the legitimacy of the award. Note: a cost share is not required for this grant.

Leveraged Funding Table (Optional)

Project Funding	Status of Funds: Anticipated/Confirmed*	Project Tasks				Total
		Outreach and Recruitment	Instruction/Training	Program Management	Placement and Tracking	
[Funding Source 1]						
[Funding Source 2]						
[Funding Source 3]						
Total Non-EPA Funds Leveraged:						

* Specify whether the funding will be a voluntary committed cost share.

7. Programmatic Capability

This section of your application demonstrates that your organization (“the applicant”) has programmatic capability (experience, knowledge, and resources, or ability to obtain them) and a reasonable approach necessary to ensure successful completion of all required aspects of this proposed program.

A. Grant Management System

Discuss the management system you have in place to direct activities under the grant. Include a brief description of your project manager and staff and a discussion of the qualifications and experience. Discuss the means you have to retain project leadership or recruit qualified staff should employee turnover occur. Describe the system(s) you have in place to acquire additional expertise and resources required to perform the proposed project. If you intend to contract for the necessary expertise, describe the system you have in place to acquire that expertise.

B. Organizational Experience

Explain your organization’s experience in working with the community you propose to serve. Discuss any previous experience your organization has had in environmental training as it relates to your proposed curriculum. If you do not have an instructor on staff and are considering contracting or using a subaward to an eligible subrecipient (e.g., a community college), describe the criteria you will use to select these services. Discuss any experience your organization has in the employment and training field at large.

C. Audit Findings

Explain any adverse audit findings. If you have had problems with the administration of any grants (e.g., compliance reporting, expenditure of funds), please describe how you corrected, or are correcting, the problems. If you have not had any problems or adverse findings, provide a statement to that effect.

D. Past Performance and Accomplishments

If you received an EPA Brownfields Job Training Grant (or an Environmental Workforce Development and Job Training Grant (EWDJT)) within the last 10 years, please respond to **item i** below.

If you have not received an EPA Brownfields Job Training Grant (or an Environmental Workforce Development and Job Training Grant), but have received other federal or non-federal assistance agreements within the last 10 years, including EPA Brownfields Area-Wide Planning, Assessment, Revolving Loan Fund, or Cleanup grants, please respond to **item ii** below.

If you have not received any type of federal or non-federal assistance agreements within the last 10 years, affirm this in your application. Failure to indicate anything in response may result in zero points for this criterion.

In evaluating applicants under the factors in [Section V](#), EPA will consider the information provided by the applicant and may also consider relevant information from other sources, including information from EPA files and from current/prior grantors (e.g., to verify and/or supplement the information provided by the applicant).

i) Current or Past EPA Brownfields Job Training or EWDJT Grant Recipients that were awarded a JT grant within the last 10 years. (Please be advised the date you were awarded the grant must be 2014 or later to qualify for this category.)

Identify each of the EPA Brownfields Job Training Grant(s) (or an Environmental Workforce Development and Job Training Grant) you currently have or have received in the past. Demonstrate how you successfully managed the grant(s), and successfully performed all phases of work under the previous or existing grant(s) by providing information on the following:

- Funds Expenditure: the balance of grant funds not drawn down (funds remaining). If you have an open EPA job training grant, please indicate your need for additional funding based on remaining funds.
- Compliance with grant requirements:
 - a. Information regarding your compliance with the workplan, schedule and terms and conditions. Are you making sufficient progress towards achieving the expected results of the grant?
 - b. Information regarding your timely quarterly and annual reporting, as well as ongoing Assessment, Cleanup and Redevelopment Exchange System (ACRES) reporting.
 - i. Whether the data are accurately reflected in ACRES at the time of this application submission, and if not, why?
- Accomplishments:
 - a. Number of individuals you committed to train and place **in your application** versus what was provided in your approved workplan.
 - b. Number of individuals that were actually trained.
 - c. Placement rate.

- d. Whether the original anticipated training and placement goals were met, and, if not, the steps that were taken to improve the program.

Sample Accomplishments Data (Optional)

Grant #	Project Period	Funds Expended	# of Participants Trained	# of Participants Placed	% placed in full-time employment	Data Updated in ACRES (Yes/No)
JT-99999998	10/01/11 - 9/30/14	\$183,264	80	70	88%	Yes
JT-99999999	10/01/03 - 9/30/05	\$200,000	78	72	92%	Yes

- ii) Has Not Received an EPA Brownfields Job Training or EWDJT Grant; Recipient of Other Federal or Non-Federal Assistance Agreements that was awarded within the last 10 years. (Please be advised the date you were awarded the grant or assistance agreement must be 2014 or later to qualify for this category.) Identify current and/or prior federally and non-federally funded assistance agreements you received, including EPA brownfields grant(s). If you worked with EPA on delivering a Superfund Job Training Initiative (JTI) project, please also note this. Please provide information on no more than five of your most recent assistance agreements. Describe your history of successfully managing these agreements and performing the agreements including:
- a. Information regarding your compliance with the workplan, including schedule, progress, and terms and conditions. Are you making sufficient progress towards achieving the expected results of the grant?
 - b. Information regarding your success in meeting and complying with reporting requirements, including quarterly reporting, technical reports, final reports, and data entry into the Assessment, Cleanup and Redevelopment Exchange System (ACRES), as applicable.

IV.F. Attachments

The following documents should be included as attachments to your application. Items 2-4 of the listed attachments must not exceed a total of fifteen (15) pages.

1. **Documentation of Applicant Eligibility:** For entities other than cities, counties, tribes, or states, please attach documentation of your eligibility, such as non-profit status, resolutions, or statutes. *Note: This documentation will not count against page limitations.*
2. **Milestones Schedule:** This should indicate start times and completion dates of significant tasks under your program (e.g., outreach, procurement of a contractor, recruitment, frequency of classes to be offered and length, instruction, placement, and tracking).
3. **Documentation Addressing Other Factors:** Applicants should provide a

summary in the Narrative on the applicable other factors, see [Section V.B.](#) and also indicate that they addressed the other factors as an attachment to their application (applicants may choose to submit the sample Other Factors Checklist – [Appendix 3](#), for this purpose). Attach supporting documentation as part of their application submission. Failure to document applicable other factors may affect EPA’s ability to consider these other factors during selection decisions. EPA may verify this information prior to selection and consider this information during the evaluation process.

4. **Partnership Letters:** Partnership Letters may only impact scoring of the subcriteria that directly cite and request letters and references. Letters and references will not impact scoring for other criteria. Letters must be received with your application; **letters received separately or after the due date for application submission will not be considered.**

IV.G. Confidential Business Information

EPA recommends that you do not include confidential business information (CBI) in your application. However, if CBI is included, it will be treated in accordance with 40 CFR 2.203. Applicants must clearly indicate which portion(s) of their application they are claiming as CBI. EPA will evaluate such claims in accordance with 40 CFR Part 2. If no claim of confidentiality is made, EPA is not required to make the inquiry to the applicant otherwise required by 40 CFR 2.204(c)(2) prior to disclosure.

SECTION V – APPLICATION REVIEW INFORMATION

Note: Additional provisions that apply to this section can be found at [EPA Solicitation Clauses](#).

V.A. Evaluation Criteria

If your application passes the threshold eligibility review, your responses and the information you provide in your Narrative will be evaluated per the criteria below and scored by a national evaluation panel. Each application will be rated under a points system, with a total of 200 points possible.

1. COMMUNITY NEED (45 points)

Each application will be evaluated on the quality and extent to which it addresses the following:

1.A. Community Description (25 points)

- The extent to which the description of the city, town, or geographic area identifies the environmental, social, public health, economic issues, and brownfield challenges and the degree to which the challenges impact the community as well as the extent to which a specific target area(s) is clearly defined (5 points);
- The degree to which the applicant identifies and describes current

community challenges in the target area and an explanation of how/why the targeted area was selected for the training. The extent to which the applicant describes how the project will help facilitate the identification and reduction of threats to human health and the environment that may be associated with exposure to hazardous substances, pollutants, or contaminants, and the health or welfare of children, pregnant women, minority or low-income communities, or other sensitive populations. (5 points);

- The extent to which demographic statistics are provided for the target area, including a comparison to city, state, and/or national averages. For example, the population, unemployment rate, poverty rate, percent minority, per capita income, environmental or human health harms and risks and the degree to which the statistics for the target area demonstrate an underserved community (5 points); and
- The extent to which the applicant identified specific groups of high-need individuals in the target area who will benefit from the program. For example, unemployed and severely underemployed individuals, dislocated workers, residents of communities disproportionately impacted by environmental or human health harms or risks, including low income, minority, tribal and indigenous communities, formerly incarcerated persons, veterans, and individuals with little to no advanced education past high school level who are impacted by potential environmental justice concerns. (10 points)

1.B. Labor Market Demand (20 points)

- The extent to which you conducted a labor market assessment using current data and an explanation of the methods used. For example, methods may include surveys, published reports, one-on-one meetings, relationships with the employers you are partnering with, etc. (5 points);
- The extent to which the labor market assessment identified demand for an environmental workforce in your target area and/or region. (5 points); and
- The extent to which the results of your labor market assessment are incorporated into your curriculum, including demonstrating how students in your program will earn credentials that are in high-demand in the community. (10 points)

2. TRAINING PROGRAM DESCRIPTION (20 points)

Each application will be evaluated on the quality and extent to which it addresses the following:

- The degree to which the proposed training curriculum is comprehensive, achievable, and only contains eligible activities as listed in [Section I.C.](#) (5 points);
- The extent to which your training program incorporates sustainable practices. For example, recycling/reusing learning materials, or other

practices that directly relate to reduction in water, materials, energy, or air impacts. (5 points); and

- The extent to which the courses and certifications offered meet the hiring needs of the employers in your community. (10 points)

3. BUDGET (10 points)

Each application will be evaluated on the quality and extent to which it addresses the following:

- The degree of clarity on how each cost estimate was developed and the extent to which costs per task are presented in detail. (5 points); and
- The extent to which each proposed cost estimate is reasonable (costs are commensurate with benefits) to implement the training program and clearly correlates with the proposed tasks. Note: Projects that allocate at least 60% of funds to tasks directly associated with instruction will be evaluated more favorably. Please reference Section IV.E.3 for guidance on instruction/training costs. (5 points)

4. PROGRAM STRUCTURE, ANTICIPATED OUTPUTS AND OUTCOMES (45 points)

Each application will be evaluated on the quality and extent to which it addresses the following:

4.A. Outputs and Outcomes (10 points)

- The extent to which your program outputs are clearly identified and align with the specific activities of your program. Examples of outputs include the number of students recruited, retained, graduated, employed, pursue higher education, pass screening criteria. (5 points);
- The degree to which the post-program outcomes are clearly described and reflect the challenges presented in the Community Need section. (5 points)

4.B. Recruitment and Screening (20 points)

- The quality of your recruitment strategies to unemployed or under-employed individuals, including individuals from underserved populations within your target area, and the extent to which these strategies are clearly identified and are appropriate for your target area. (5 points);
- The quality of your screening approaches and the extent to which these approaches are appropriate for your target population (e.g., age requirements, ability to lift certain weight, reading and math proficiency, drug and medical tests). (5 points);
- The quality of your approach to retaining students in the training program and the extent to which these approaches are appropriate for your target population. (5 points); and
- The extent to which the accessibility of your program to your target populations will alleviate the burden of fees to students (e.g. licensing,

certification, medical exams and training fees) and the degree to which accessibility to your training facilities will not overburden the target populations (e.g. proximity to public transportation, transit stipends, parking accessibility). (5 points)

4.C. Program Support (10 points)

- The extent to which your program provides support to graduates to ensure employment and employment retention. (5 points);
- The extent to which the hiring incentives you plan to implement will enhance employment opportunities and the extent to which you plan to track graduates, include both timeframe and specific actions to ensure employment. (5 points)

4.D. Program Sustainability (5 points)

- The extent to which the organization has a plan in place to continue the environmental training program once the EPA grant is closed. (5 points)

5. PARTNERSHIPS (45 points)

Each application will be evaluated on the quality and extent to which it addresses the following:

5.A. Partnerships (10 points)

- The extent to which your application demonstrates a variety of partners who are committed to supporting the proposed project and specific commitments by those partners to contribute to the proposed project, as articulated in the Partnership Letters. Partner commitments listed in the table must match commitments identified in the Partnership Letters (5 points); and
- The extent to which the Partnership Letters demonstrate an understanding of the proposed project and identify specific commitments to support the project. (5 points)

5.B. Collaboration with Environmental Entities (5 points)

- The extent to which you collaborate with organizations performing environmental work in the target area and specific commitments by those partners to contribute to the proposed project. This may include EPA-funded work in your community, such as brownfields assessments and cleanups. (5 points)

5.C. Collaboration with Job-Readiness/Life Skills (5 points)

- The extent to which you have collaborated with organizations that provide students with job readiness and job-readiness skills and the specific commitments by those partners to contribute to the proposed

project. (e.g., One-stop career centers, workforce investment boards, local academic institutions, etc.) (5 points)

5.D. Collaboration with Community (5 points)

- The extent to which you have collaborated with organizations and individuals in the target community and how that collaboration will continue throughout the program. (e.g., community-based profit organizations, local community groups, faith-based organizations) (5 points)

5.E. Collaboration with Employers (20 points)

- The extent to which you have collaborated with employers or local labor unions committed to enhancing a graduate's chance of being hired and the specific commitments by those employers. For example, commitments by employers to interviewing or hiring graduates. If applicable, the extent to which those employers have hired past graduates of your program. (10 points);
- The extent of employer or union involvement in the development of your program. For example, identify meeting dates, advisory council participation and curriculum development. (5 points); and
- The extent to which you have collaborated with employers or unions committed to enhancing student learning and the specific commitments by those employers or unions. For example, employer guest speakers, field trips, mentoring or on-the-job training. (5 points)

6. LEVERAGING (5 points)

Each application will be evaluated on the quality and extent to which it addresses the following:

- The extent to which the applicant demonstrates other sources of monetary funding and resources that will support the job training program and whether they are firm (have already been committed or confirmed) or if they are an anticipated leveraged resource. Applications with firm leveraged funding and resources may garner more points. (5 point)

7. PROGRAMMATIC CAPABILITY (30 points)

Each application will be evaluated on the quality and extent to which it addresses the following:

7.A. Grant Management System (5 points)

- How efficient and effective of a system you have in place to manage and administer the grant, including information regarding a program manager or dedicated staff assigned to help run the proposed program. If necessary expertise is not readily available within your organization, your plan for acquiring such expertise and ensuring experts have the necessary knowledge and experience demonstrating their qualifications. (5 points)

7.B. Organizational Experience (10 points)

- How efficient and effective your organization is at working with the local community or your proposed target area (5 points); and
- How efficient or effective your organization is at providing training and developing a local workforce. (5 points)

7.C. Audit Findings (5 points)

- The extent to which you have any adverse audit findings, and if yes, how any adverse finding was corrected, or is being corrected, and the likelihood that these findings will not continue to be a problem. If there are no findings or you have not been audited before, please provide a statement to that extent to review the full amount of points for this subcriterion. (5 points)

7.D. Past Performance and Accomplishments (10 points)

In evaluating an applicant's response to this criterion, in addition to the information provided by the applicant, EPA may consider relevant information from other sources including information from EPA files and/or from other federal or non-federal grantors to verify or supplement information provided by the applicant. Applicants will only be evaluated using the sub-criterion below that is appropriate to their situation.

If the applicant has not received any type of federal or non-federal assistance agreement within the last 10 years, they should provide a response to such effect. The applicant will receive a neutral score (5 points) for this criterion. However, failure to respond to this criterion may result in zero points for this criterion.

i) Current or Past EPA Brownfields Job Training or EWDJT Grant Recipients that were awarded a JT grant within the last 10 years. (Please be advised the date you were awarded the grant must be 2014 or later to qualify for this category.)

- Demonstrated ability to successfully manage past EPA Brownfields Job Training or EWDJT Grant(s) and proven success throughout the different phases of work under the grant.
 - Demonstrate that funds were drawn down in a timely and appropriate manner; explain need for additional funds if you have an open grant with funds remaining. Provide information on whether you submitted quarterly reports in a timely manner as well as on going ACRES reporting. (5 points)
 - Demonstration of success towards achieving expected results; proven compliance with the workplan, schedule, and terms and conditions. Compliance in providing accomplishment data that demonstrates success of program (or an explanation of issues encountered that may have hindered meeting program goals) including the number of individuals you trained and placed versus what goals were set in your approved workplan and your program's placement rate. (5 points)

ii) Has Not Received an EPA Brownfields Job Training or EWDJT Grant; Recipient of Other Federal or Non-Federal Assistance Agreements awarded within the last 10 years. (Please be advised the date you were awarded the grant must be 2014 or later to qualify for this category.)

- Demonstrated ability to successfully manage federal or non-federal grant(s), and the performance of all phases of work under each grant.
 - Demonstrated ability to successfully complete and comply with the workplan, including schedule, progress, grant/project goals, use of funds in timely and appropriate manner, and terms and conditions. (5 points)
 - Demonstrated success in meeting and complying with reporting requirements, including quarterly reporting, technical reports, final reports, and data entry into required systems such as ACRES, as applicable. (5 points)

V.B. Other Factors

In making the final selections from among the most highly ranked applicants, EPA's Headquarters Selection Official may consider the factors below as appropriate. Applicants should provide responses on the applicable other factors using Appendix 3 – Sample Other Factors Checklist Form. Other factors include:

- whether the community population is 10,000 or less;
- whether the applicant is new (has not received an EPA Brownfields Job Training grant since 2012) or not;
- whether the applicant is a federally recognized Indian tribe or United States territory or whether the project is assisting a tribe or territory;
- whether the applicant is seeking to serve veterans;
- whether a target area(s) is located within a community in which a coal-fired power plant has recently closed (2012 or later) or is closing.

Additionally, EPA's Headquarters Selection Official may take the following considerations into account when making final selections:

- distribution of funds between urban and non-urban areas;
- whether the proposed site(s) is located within, or includes, a county experiencing "persistent poverty" where 20% or more of its population has lived in poverty over the past 30 years, as measured by the 1990 and 2000 decennial censuses and the most recent Small Area Income and Poverty Estimates;
- the distribution of funds among EPA's ten Regions;
- whether the applicant has not previously been awarded a Brownfields Job Training Grant;
- whether a target area(s) is located within, or includes, a census tract in which 20% or more of the population lives below the national poverty level as measured by the 2019 American Community Survey (ACS) 5-year estimates from the United States Census Bureau.

EPA may verify this information prior to selection and consider this information during the evaluation process.

V.C. Review and Selection Process

Timely submitted applications initially will be reviewed by the appropriate EPA Regional Office to determine eligibility ([Section III](#)). All applications that pass the threshold eligibility criteria review will then be evaluated by national evaluation panels comprised of EPA staff and possibly other federal agency staff knowledgeable about the training activities listed in the RFA. Eligible applications will be evaluated based on the criteria described in [Section V.A.](#)

Recommendations for selection based on completed evaluations will be referred to the EPA Headquarters Selection Official, who is responsible for further consideration of the applications and the final selection of grant recipients. Applications will be selected for award by the Selection Official based on evaluated point scores, the availability of funds, and consideration, as appropriate, of “other factors” as referenced in [Section V.B.](#)

SECTION VI – AWARD ADMINISTRATION INFORMATION

Note: Additional provisions that apply to this section can be found at [EPA Solicitation Clauses](#).

VI.A. Award Notices

Applicants who fail the threshold eligibility requirements will be notified within 15 calendar days of EPA’s determination of ineligibility. EPA will notify applicants who are not selected for award based on the evaluation criteria and other considerations within 15 calendar days of EPA’s final decision on selections for this competition.

EPA anticipates notification to successful applicants will be made via email by the first calendar quarter in 2024. The notification will be sent to the Project Director and Chief Executive/ Highest Ranking Elected Official listed in the Narrative Information Sheet. This notification, which informs the applicant that its application is selected and is being recommended for award, is not an authorization to begin work. The official notification of an award will be made by the Regional Award Official (EPA grants officer) for regional awards. Applicants are cautioned that only an EPA grants officer is authorized to bind the Government to the expenditure of funds; selection does not guarantee an award will be made. For example, statutory authorization, funding, or other issues discovered during the award process may affect the ability of EPA to make an award to an applicant. The award notice, signed by an EPA grants officer, is the authorizing document and will be provided through electronic or postal mail. The successful applicant may need to prepare and submit additional documents and forms (e.g., a workplan), that must be approved by EPA before the grant can officially be awarded. The time between notification of selection and award of a grant can take up to 90 days or longer.

VI.B. Administrative and National Policy Requirements

Funding will be awarded as a cooperative agreement. The applicants who are selected for award will work with an EPA Project Officer to finalize the required federal application package, the proposed budget, and to negotiate the cooperative agreement workplan. It is EPA’s expectation

that the selected applicants will complete the award process within six months of the announcement.

Approved cooperative agreements will include terms and conditions that will be binding on the grant recipient. Terms and conditions specify what recipients must do to ensure that grant-related and program-related requirements are met. Applicants also will be required to submit progress reports in accordance with grant regulations found in 2 CFR § 200.329.

A listing and description of general EPA regulations and terms and conditions applicable to the award of assistance agreements may be viewed at www.epa.gov/grants.

An applicant that receives an award under this announcement is expected to manage assistance agreement funds efficiently and effectively and make sufficient progress towards completing the project activities described in the workplan in a timely manner. The assistance agreement will include terms and conditions implementing this requirement.

VI.C. Reporting Requirements

During the life of the cooperative agreement, recipients are required to submit progress reports to the EPA Project Officer within 30 days after each reporting period. The reporting period (e.g., quarterly, annually) is set forth in the terms and conditions of the cooperative agreement. These reports shall cover work status, work progress, difficulties encountered, an accounting of financial expenditures, preliminary data results, anticipated activities, and any changes of key personnel involved with the project.

Grant recipients will be required to register and enter output data on the Job Training Reporting Form electronically through EPA's online database called the Assessment, Cleanup, and Redevelopment Exchange System (ACRES). Failure to comply with the reporting requirements may result in an early termination of the grant and a requirement to return grant funds.

At the end of the cooperative agreement, a final project report is required. The final report will summarize accomplishments, expenditures, outcomes, outputs, lessons learned, any other resources leveraged during the project and how they were used.

VI.D. Programmatic Requirements

1. Under the Government Performance and Results Act, EPA reports on the many benefits of its funding. One such measure provides information on the number of individuals placed in full-time employment as a result of the use of grant funds. As many of these activities occur beyond the grant period, please note that EPA may contact you after the grant period of performance to collect this information. Reasonable efforts must be made to report this information to EPA.
2. Grant recipients will be required to have in place a system for tracking graduates of their program for a minimum of one year following the close of the grant. Grant recipients are anticipated to have completed the training components of their projects by the end of the fourth year of their award and it is anticipated that the fifth year of the grant will be devoted to placement, tracking, and reporting. Any placements that take place following

the close of the grant and final expenditure of grant funds must be reported to the EPA Project Officer and recorded in the Job Training Reporting Form and ACRES – EPA’s on-line reporting database -- with the “quarterly report” described above. Failure to do so may affect an applicant’s ability receive future Brownfields Job Training Grant funding.

3. All recipients who are awarded funding under this solicitation must meet sufficient progress requirements as referenced in the grant terms and conditions. The term “sufficient progress” means the recipient, within the first year of receiving the grant award: established a training program and began marketing the program; hired all key personnel and procured a contractor(s) or identified an eligible subrecipient(s) (if applicable); and within the second year completed the first cohort of students have completed training.

VI.E. Disputes

Assistance agreement competition-related disputes will be resolved in accordance with the dispute resolution procedures published in 70 FR (Federal Register) 3629, 3630 (January 26, 2005) which can be found at [Grant Competition Dispute Resolution Procedures](#) website. Copies of these procedures may also be requested by contacting the Regional Job Training Coordinator listed in [Section VII](#) of this announcement. Please note that the FR notice references regulations at 40 CFR Parts 30 and 31 that have been superseded by regulations in 2 CFR parts 200 and 1500. Notwithstanding the regulatory changes, the procedures for competition-related disputes remains unchanged from the procedures described at 70 FR 3629, 3630, as indicated in 2 CFR Part 1500, Subpart E.

SECTION VII - AGENCY CONTACTS

EPA Headquarters Contact: Matt Wosje; 1200 Pennsylvania Ave. N.W.; Mail Code: 5105T; Washington, D.C. 20460. Phone: (202) 566-1060. E-mail: Wosje.Matthew@epa.gov

EPA Regional Job Training Coordinators

Regions and States		Address, Phone Number, and Email Address
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Appendix 1

Prohibitions on Use of Funds

Funds awarded under this competitive opportunity are intended for Brownfields Job Training Grant activities and may not be used for:

1. A penalty or fine;
2. Federal cost-share requirement (for example, a cost share required by other federal funds);
3. A response cost at a brownfield site for which the recipient of the grant or loan is potentially liable under CERCLA Section 107;
4. A cost of compliance with any federal law, excluding the cost of compliance with laws applicable to environmental cleanup; or
5. The payment of administrative costs in excess of 5 percent of total grant funding. In implementing the administrative cost restriction, EPA has made a distinction between prohibited administrative costs and eligible programmatic costs.

A. Administrative Costs. Under CERCLA § 104(k)(5)(B), Cooperative Agreement Recipients (CARs) and subrecipients may use up to 5% of the amount of federal funding for this cooperative agreement for administrative costs, including indirect costs under 2 CFR § 200.414. As required by 2 CFR § 200.403(d) and 200.412, the CAR and subrecipients must classify administrative costs as direct or indirect consistently and may not classify the same types of cost in both categories. Eligible cooperative agreement and subaward administrative costs subject to the 5% limitation include direct costs for:

- a. Costs incurred to comply with the following provisions of the *Uniform Administrative Requirements for Cost Principles and Audit Requirements for Federal Awards* at 2 CFR Parts 200 and 1500 other than those identified as programmatic.
 - i. Preparing revisions and changes in the budgets, scopes of work, program plans and other activities required under 2 CFR § 200.308;
 - ii. Maintaining and operating financial management systems required under 2 CFR § 200.302;
 - iii. Preparing payment requests and handling payments under 2 CFR § 200.305;
 - iv. Financial reporting under 2 CFR § 200.327;
 - v. Non-federal audits required under 2 CFR Part 200, Subpart F; and
- b. Closeout under 2 CFR § 200.344 with the exception of preparing the recipient's final performance report. Costs for preparing this report are programmatic and are not subject to the 5% limitation on direct administrative costs.

B. Programmatic Costs. The EPA has determined that the administrative cost limitation does not apply to “programmatic” costs, (i.e., costs for activities that are integral to achieving the purpose of the grant), even if the Agency considered the costs to be “administrative” under the prior Brownfields Program.

- i. The limitation does not apply to direct costs of training. For example, costs for instructor salaries, program management salaries (to the extent that such costs are included in the scope of work for Brownfields Job Training grants), materials (e.g., textbooks, equipment, and classroom supplies), necessary travel and transportation expenses, and medical tests required to qualify for hazardous substances related work are programmatic, not administrative.
- ii. Costs for performance reporting required under 2 CFR Parts 200 and 1500 and the terms and conditions of this agreement are eligible programmatic costs as long as these costs are not included in the CAR’s indirect cost pool.
- iii. Clerical costs may be eligible as programmatic costs if supported by time records demonstrating that clerical personnel performed programmatic functions (e.g., student registration, copying course materials for use by trainees) under the cooperative agreement and these costs are not included in the CAR’s indirect cost pool.

If your organization intends to provide non-competitive subawards to nonprofit or governmental organizations, you should discuss the process you will follow with your grant Project Officer to ensure that these agreements meet the standards for financial assistance described in EPA’s Subaward Policy.

For further information on these prohibitions, contact your EPA Regional Job Training Coordinator listed in [Section VII](#).

Appendix 2 Grants.gov Application Submission Instructions

A. Requirement to Submit Through Grants.gov and Limited Exception Procedures

Applicants must apply electronically through [Grants.gov](https://www.grants.gov) under this funding opportunity based on the grants.gov instructions in this announcement. If your organization has no access to the internet or access is very limited, you may request an exception for the remainder of this calendar year by following the procedures outlined [here](#). Please note that your request must be received at least 15 calendar days before the application due date to allow enough time to negotiate alternative submission methods. Issues with submissions with respect to this opportunity only are addressed in Section C. *Technical Issues with Submission* below.

B. Submission Instructions

B.1. SAM.gov (System for Award Management) Registration Instructions

Organizations applying to this funding opportunity must have an active SAM.gov registration. If you have never done business with the Federal Government, you will need to register your organization at www.sam.gov. If you do not have a SAM.gov account, then you will create an account using [Login.gov](https://login.gov)¹⁰ to complete your SAM.gov registration. SAM.gov registration is FREE. The process for entity registrations includes obtaining a Unique Entity ID (UEI), a 12-character alphanumeric ID assigned to an entity by SAM.gov, and requires assertions, representations and certifications, and other information about your organization. Please review the [Entity Registration Checklist](#) for details on this process.

If you have done business with the Federal Government previously, you can check your entity status using your government issued UEI to determine if your registration is active. SAM.gov requires you to renew your registration every 365 days to keep it active.

Please note that SAM.gov registration is different than obtaining a UEI only. Obtaining a UEI only validates your organization's legal business name and address. Please review the registration [Frequently Asked Question](#) for additional details on the difference.

Organizations should ensure that their SAM.gov registration includes a current e-Business (EBiz) point of contact name and email address. The EBiz point of contact is critical for Grants.gov Registration and system functionality.

Contact the [Federal Service Desk](#) (866-606-8220) for help with your SAM.gov account, to resolve technical issues or chat with a help desk agent. The Federal Service desk hours of operation are Monday – Friday, 8 a.m. – 8 p.m. ET.

B.2. Grants.gov Registration Instructions

Once your SAM.gov account is active, you must register in Grants.gov. Grants.gov will electronically receive your organization information, such as e-Business (EBiz) point of contact email address and UEI. Organizations applying to this funding opportunity must have an active

¹⁰ Login.gov a secure sign in service used by the public to sign into Federal Agency systems including SAM.gov and Grants.gov. For help with login.gov accounts you should visit <http://login.gov/help>.

Grants.gov registration. Grants.gov registration is FREE. If you have never applied for a federal grant before, please review the [Grants.gov Applicant Registration](#) instructions. As part of the Grants.gov registration process, the **EBiz point of contact is the only person that can affiliate and assign applicant roles to members of an organization**. In addition, at least one person must be assigned as an Authorized Organization Representative (AOR). **Only person(s) with the AOR role can submit applications in Grants.gov**. Please review the [Intro to Grants.gov- Understanding User Roles](#) and [Learning Workspace – User Roles and Workspace Actions](#) for details on this important process.

Please note that this process can take **a month or more** for new registrants. Applicants must ensure that all registration requirements are met in order to apply for this opportunity through Grants.gov and should ensure that all such requirements have been met well in advance of the application submission deadline.

Contact [Grants.gov](#) for assistance at 1-800-518-4726 or support@grants.gov to resolve technical issues with Grants.gov. Applicants who are outside the U.S. at the time of submittal and are not able to access the toll-free number may reach a Grants.gov representative by calling 606-545-5035. The Grants.gov Support Center is available 24 hours a day 7 days a week, excluding federal holidays.

B.3. Application Submission Process

To begin the application process under this grant announcement, go to www.grants.gov and enter the Funding Opportunity Number, **EPA-I-OLEM-OBLR-23-08**, into the search box in the top right corner of the page. Click on the “GO” button to view the “View Grant Opportunity” page and click the red “Apply” button at the top of the page.

The electronic submission of your application for this funding opportunity must be made by an official representative of your organization who is registered with www.grants.gov and is authorized to sign applications for Federal financial assistance. If the submit button is grayed out, it may be because you do not have the appropriate role to submit in your organization. Contact your organization’s EBiz point of contact or contact Grants.gov for assistance at 1-800-518-4726 or support@grants.gov.

Applicants need to ensure that the Authorized Organization Representative (AOR) who submits the application through www.grants.gov and whose UEI is listed on the application is an AOR for the applicant listed on the application. Additionally, the UEI listed on the application must be registered to the applicant organization’s SAM.gov account. If not, the application may be deemed ineligible.

B.4. Application Submission Deadline

Your organization’s AOR must successfully submit your complete application package electronically to EPA through www.grants.gov **no later than August 02, 2023, 11:59 p.m. ET**. Please allow for enough time to successfully submit your application and allow for unexpected errors that may require you to resubmit.

After signing and successfully submitting the application package, within 24 to 48 hours the AOR should receive notification emails from www.grants.gov with the following subject lines:

1. GRANT##### Grants.gov Submission Receipt
2. GRANT##### Grants.gov Submission Validation Receipt for Application

If the AOR did not receive either notification emails listed above, contact the www.grants.gov Support Center at 1-800-518-4726. The Support Center is open 24/7 (except federal holidays).

After the application package is retrieved out of the www.grants.gov system by EPA, the AOR should receive the following notification emails from www.grants.gov:

3. GRANT##### Grants.gov Grantor Agency Retrieval Receipt for Application
4. GRANT##### Grants.gov Agency Tracking Number Assignment for Application

Applications submitted through www.grants.gov will be time and date stamped electronically. If you do not receive a confirmation of receipt from EPA (not from www.grants.gov) within 30 days of the application deadline, please contact Matt Wosje (vosje.matthew@epa.gov). Failure to do so may result in your application not being reviewed.

Please note that successful submission of your application through www.grants.gov does not necessarily mean your application is eligible for award.

C. Technical Issues with Submission

If applicants experience technical issues during the submission of an application that they are unable to resolve, follow these procedures **before** the application deadline date:

1. Contact the www.grants.gov Support Center **before** the application deadline date at 1-800-518-4726 or https://gditshared.servicenowservices.com/hhs_grants.
2. Document the www.grants.gov ticket/case number.
3. Send an email with the Funding Opportunity Number, EPA-I-OLEM-OBLR-23-08, in the subject line to Matt Wosje (vosje.matthew@epa.gov) **before** the application deadline time and date. The email **must** include the following:
 - a. The www.grants.gov ticket/case number(s).
 - b. A description of the issue.
 - c. The entire application package in PDF format.

Without this information, EPA may not be able to consider applications submitted outside of www.grants.gov. Any application submitted after the application deadline time and date deadline will be deemed ineligible and **not** be considered.

EPA will make decisions concerning acceptance of each application submitted outside of www.grants.gov on a case-by-case basis. EPA will only consider accepting applications that were unable to submit through www.grants.gov due to www.grants.gov or relevant www.sam.gov system issues or for unforeseen exigent circumstances, such as extreme weather interfering with Internet access. Failure of an applicant to submit prior to the application submission deadline time and date because they did not properly or timely register in www.sam.gov or www.grants.gov is **not** an acceptable reason to justify acceptance of an application outside of www.grants.gov.

D. Application Materials

The following forms and documents are required under this announcement:

Mandatory Documents:

1. Application for Federal Assistance (SF-424)
2. Budget Information for Non-Construction Programs (SF-424A)
3. EPA Key Contacts Form 5700-54
4. Preaward Compliance Review Report (EPA Form 4700-4) [Guidance on how to complete this form is available at www.epa.gov/grants/tips-completing-epa-form-4700-4.
5. Project Narrative Attachment Form – attach the Narrative Information Sheet, the Narrative, and required attachments as one file, if possible. See [Section IV.C.](#) for details on the required content, and the associated page limits.

Note: A workplan is not required under this announcement. Applicants that are selected for funding will negotiate the workplan with EPA before the cooperative agreement is awarded.

The following forms and documents are **optional** under this announcement.

1. Grants.gov Lobbying Form – To be submitted by applicants requesting **more than** \$100,000 of EPA grant funding.
2. Negotiated/Proposed Indirect Cost Rate Agreement – To be submitted using the Project Narrative Attachment Form by applicants proposing to charge indirect costs to the EPA grant. Please note that applicants may budget for indirect costs pending approval of their Indirect Cost Rate Agreement by the cognizant Federal agency or an exception granted by EPA under section 6.3 or 6.4 of [EPA's Indirect Cost Policy for Recipients of EPA Assistance Agreements](#). However, recipients may not draw down indirect costs until their rate is approved or EPA grants an exception.

Note: A workplan is not required under this announcement. Applicants that are selected for funding will negotiate the workplan with EPA before the cooperative agreement is awarded. Additionally, selected applicants must provide EPA with other required forms and documents, as appropriate, to award the cooperative agreement.

Appendix 3 – Sample Other Factors Checklist Form

Applicants may use this Sample Other Factors Checklist Form as part of their application to identify which of the Other Factors they fall into.

Please identify with an **X** any of the items below which may apply to your proposed Brownfields Job Training Grant project area as described in your application. Also, provide the page number and where the information is located within your application on how you meet the factor on the line provided next to each factor. EPA may verify these disclosures and supporting information prior to selection and may consider this information during the evaluation process.

- Distribution of funds between urban and non-urban areas, including an equitable distribution of funds to “micro” communities (those communities with populations of 10,000 or less). Provide your total population count below.
-

- Distribution of funds between new applicants and previous job training grant recipients; (“New” applicants are defined as organizations that have not received EPA Brownfields Job Training grant funding since 2012) Indicate whether you have ever received EPA Brownfields Job Training or EWDJT grant funding before, and if so, in what year(s) did you receive funding?
-

- Whether the applicant is a federally recognized Indian Tribe or United States Territory, or is an organization that will primarily serve tribal or territorial residents.
-

- Applications that seek to serve veterans.
-

- Whether the target area(s) is located within a community in which a coal-fired power plant has recently closed (2012 or later) or is closing.
-