

Grant Modification / Notice of Award

U.S. DEPARTMENT OF LABOR / EMPLOYMENT AND TRAINING ADMINISTRATION

GRANT MODIFICATION		No. 5	PROJECT: Dislocated Worker Grants	
GRANT NUMBER: DW-34657-20-60-A-12	EIN: 364706134	EFFECTIVE DATE: 03/23/2022		PAGE 1
GRANTEE: STATE OF FLORIDA, DEPARTMENT OF ECONOMIC OPPORTUNITY 107 EAST MADISON STREET MSC 120 TALLAHASSEE, FLORIDA 32399-6545		ISSUED BY U.S. DEPARTMENT OF LABOR / ETA DIVISION OF FEDERAL ASSISTANCE 200 CONSTITUTION AVENUE NW - ROOM N-4716 WASHINGTON, DC 20210		

Action:

The Recipient's modification request of March 14, 2022, is approved with a planned participant count of 5,500:

o To change the designated Point of Contact, in accordance with pages 2 to 8 of this modification, from Isabelle Potts to:
Daniel Penn
Chief, Bureau of One Stop & Program Support
casey.penn@deo.myflorida.com
850-245-7466

o To modify the existing Statement of Work in accordance with pages 9 to 28 of this modification.

o To revise Term 6: Indirect Cost Rate and Cost Allocation Plan and incorporate the November 3, 2021, Indirect Cost Rate agreement into the grant in accordance with pages 29 to 35 of this modification.

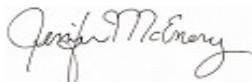
Special Conditions of Award: N/A

Please ensure that your SAM registration stays active for the duration of the period of performance of this grant. Also, please note that this grant's Period of Performance Start Date is April 13, 2020, as referenced in the initial Notice of Award.

YEAR / CFDA PROGRAM ACCOUNT ID	Mod 0-4 CURRENT LEVEL	Mod 5 MODIFICATION	NEW LEVEL	PMS DOC #
FY 20 / 17.277 WIOA DIS WKRS NAT RES - EMERGENCY (ADVANCE) <small>20 -1630-2020-0501742020BD202001740003205DW093A0000AOWI00AOWI00-AB0200-410023-ETA-DEFAULT TASK-</small>	\$28,394,746.00	\$0.00	\$28,394,746.00	DW34657S20
PY 20 / 17.277 WIOA DIS WKRS NAT RES - EMERGENCY CORONAVIRUS <small>20 -1630-2020-0501742022TD202001740003205DW035A0000AOWI00AOWI00-AC0VID-410023-ETA-DEFAULT TASK-</small>	\$12,000,000.00	\$0.00	\$12,000,000.00	DW34657YJ0
TOTAL FUND AVAILABILITY	\$40,394,746.00	\$0.00	\$40,394,746.00	

Except as modified, all terms and conditions of said grant /agreement remain unchanged and in full effect.

Approved
by



Jenifer McEnery

Grant Officer

Date Signed **03/25/2022**

February 16, 2022

Ms. Latanya Lowery, Federal Projects Officer
National Dislocated Worker Grants
U.S. Department of Labor
Sam Nunn Federal Center
61 Forsyth St, S.W., Room 6M12
Atlanta, GA 30303

RE: NDWG COVID-19 – (DW-34657-20-60-A-12) Modification and No-Cost Extension

Dear Ms. Lowery,

The Department of Economic Opportunity (DEO) is submitting a No-Cost Extension request for a modification and a 12-month extension through March 31st, 2023 of the COVID-19 National Dislocated Worker Grant, DW-34657-20-60-A-12.

We also request an extension of the one-year/2,080-hour limit to allow for one additional year/2,080 hours for temporary disaster-relief employment in *rural areas only*. Local Workforce Development Boards in rural areas have indicated that they are still not experiencing the type of employment rebound that is happening elsewhere in the state that would allow them to place some current temporary disaster-relief workers into permanent, full-time positions.

Period of Performance

As of February 16, 2022, the State has expended \$27,946,262 (69%) of the awarded funds, with a remaining balance of \$12,448,484 (31%). Should the period of performance end date be extended by twelve (12) months, the State plan of action is to expend the remaining funds awarded.

Key Outcomes

Below are the anticipated key outcomes:

Key Outcomes	Planned	Actual <small>(If Grant Ends as Scheduled)</small>	Projected <small>(If NCE is approved)</small>
1. Participants Enrolled	5,500	2,735	5,500
2. Started Trainings (6 mos)	340	139	139
3. Enrolled in Trainings	1,360	942	1,942
4. Completed Training	1,360	688	1,942
5. Entered Employment – 2Q	83%	89%	85%
6. Entered Employment – 4Q	79%	93%	85%
7. Median Earnings – 2Q	\$6,850	\$6,746	\$6,850
8. Attained a Credential	925	517	1,321
9. Measurable Skill Gain	49%	85%	75%
10. Expenditures	40,394,746	27,946,262	40,394,746

No Cost Extension Justification:

Temporary or permanent business closures have disrupted the labor market. From the beginning of the pandemic to the end of 2021, DEO has received 1,260 Worker Adjustment and Retraining Notifications (WARN) from businesses with 176,908 workers laid off or furloughed. Closures have slowed as the economy recovers, but many workers remain dislocated.

Florida has also seen a significant loss of volunteer workers during the pandemic. Many essential services, especially those related to food transportation and distribution, relied heavily on these volunteers. Unfortunately, this loss took place just as demand for the services was increasing. During the pandemic, Florida's Meals on Wheels program saw an upsurge in need for assistance of 80% while food banks and meal centers have also seen increased demand while experiencing a decrease in volunteers. Some of the local workforce development boards (LWDBs) are still using grant funds to supplement these essential needs.

Throughout the pandemic, Florida's hospitality and tourism sector has faced unique challenges. This industry relies on travel by Florida residents, visitors from other states, and international tourists. While the state has experienced a return to pre-pandemic levels during the summer of 2021, the sector is still experiencing unexpected fluctuations. For example, Disney World—a major driver of Florida tourism with a globally recognized brand—is only now returning to normal operation, with some pandemic-related constraints persisting through the first quarter of 2022.

The ongoing economic harm caused by COVID-19 is not limited to hospitality and tourism. The continued disruption is being felt in many industries across the state, with supply chain issues negatively affecting the retail, transportation, and manufacturing sectors. Higher costs for materials also affected construction and real estate. A shift in hospital priorities has led to downstream impacts on medical specialists and providers of peripheral healthcare services. Employers throughout the state continue to struggle with filling entry-levels position while skilled workers in other sectors are having difficulty navigating the re-hiring process.

Thankfully, December saw Florida's lowest seasonally adjusted unemployment rate since March 2020, and unemployment is below the national average. Florida's population continues to grow, and many Floridians joined or returned to the workforce in the third quarter of 2021.

Nevertheless, there is still a need to provide comprehensive reemployment services, including training and work-based activities for individuals displaced during the pandemic, as well as younger workers with irregular work histories (Floridians 25-34 remain the single group among individuals who remain unemployed). A 12-month extension through March 31, 2023 will enable DEO to work with LWDBs across the state to achieve the ambitious goals and outcomes of the grant.

Grant Success:

The participating local workforce development boards (LWDBs) have seen success toward the stated goals and outcomes. LWDBs served 2,593 participants through December 2021. These included over 1,000 temporary disaster-relief workers, over 900 individuals in training and over 500 in work experiences.

Temporary disaster-relief workers provided and continue to provide assistance with food distribution through Feeding Florida, a statewide food warehouse and food bank network; sanitation of public facilities and assistance with social distancing and other precautionary measures; scheduling and other support

related to testing and vaccination sites; and case management to assist those affected by income loss and other stressors access needed resources.

Since the need for temporary disaster-relief workers has significantly diminished, participating LWDBs are pivoting to helping dislocated workers and other eligible participants regain employment. They are providing training in demand occupations in healthcare, information technology, and construction and matching un/under-skilled employees with businesses through work experiences.

Since the start of the year, some of the more seriously affected areas are seeing a significant increase in job seekers that seek reemployment services. As more training institutions transition back to in-person and hybrid models, job seekers seem more motivated to participate in training. The development of quick training opportunities that lead to industry-recognized credentials also helps job seekers with an immediate need for income participate in the training.

In recent months, however, LWDBs have refrained from enrolling new participants in this grant due to the soon-approaching end date. If/when the requested extension is granted, we expect new enrollments to increase significantly. Local Workforce Development Boards report having been contacted by over 650 new job seekers interested in the training and work-based opportunities available through this grant in the last two months.

Project Monitoring:

DEO's program and financial management staff review service levels and financial data monthly. Following these reviews, the team contacts under-performing LWDBs to address challenges they may be facing. In some cases, such LWDBs may deobligate some of their funding. The team further works LWDBs with high expenditure rates that are commensurate with their performance to ensure that they have adequate funding to meet their present and planned needs.

DEO also reviews quarterly narrative reports submitted by participating LWDBs and identifies challenges and best practices. Beginning January 25, 2022, DEO has begun holding monthly technical assistance calls with LWDB staff. The first call specifically addressed:

- Sharing of best outreach practices from high-performing LWDBs
- Retooling COVID-19 affected workers for new employment opportunities

Outreach efforts will continue based on successful methods such as:

- In-person contacts at community and faith-based organizations (including presentations to congregations)
- Individualized LWDB contact information to ensure that those seeking services get immediate attention
- Cold calls to targeted individuals enrolled in Employ Florida (the state's workforce management information system)
- Presentations on local television and radio shows
- Public service announcements on local media
- Social media postings
- Contacts with employers that laid off workers to determine the status of those workers and possible service needs

Project Communication:

Florida Department of Economic Opportunity | Caldwell Building | 107 E. Madison Street | Tallahassee, FL 32399
850.245.7105 | www.FloridaJobs.org
www.twitter.com/FLDEO | www.facebook.com/FLDEO

DEO will continue to provide weekly reports to our Federal Project Officer (FPO) that details program activities and expenditures. Quarterly narrative reports uploaded to WIPS will include updates on the grant's progress in implementing the outreach efforts described above, identify challenges and proposed solutions, and request technical assistance, as needed.

DEO staff stands ready to provide information and discuss the grant progress at any time with our FPO and others from the regional or national office.

If you have any questions or need additional information, please contact me at (850) 245-7126 or via email Caroline.Womack@deo.myflorida.com.

Thank you for your prompt consideration.

Sincerely,


Caroline B. Womack
Deputy Chief Financial Officer

Application for Federal Assistance SF-424								
* 1. Type of Submission: <input type="checkbox"/> Preapplication <input checked="" type="checkbox"/> Application <input type="checkbox"/> Changed/Corrected Application			* 2. Type of Application: <input type="checkbox"/> New <input type="checkbox"/> Continuation <input checked="" type="checkbox"/> Revision			* If Revision, select appropriate letter(s): C: Increase Duration * Other (Specify):		
* 3. Date Received:			4. Applicant Identifier:					
5a. Federal Entity Identifier:			5b. Federal Award Identifier: DW-34657-20-60-A-12					
State Use Only:								
6. Date Received by State:		7. State Application Identifier:						
8. APPLICANT INFORMATION:								
* a. Legal Name: Florida Department of Economic Opportunity								
* b. Employer/Taxpayer Identification Number (EIN/TIN): 36-4706134			* c. UEI: 968930664000					
d. Address:								
* Street1: 107 E. Madison Street								
Street2: MSC 85 Caldwell Building								
* City: Tallahassee								
County/Parish:								
* State: FL: Florida								
Province:								
* Country: USA: UNITED STATES								
* Zip / Postal Code: 32399-6545								
e. Organizational Unit:								
Department Name: Department of Economic Opportu			Division Name: Finance & Administration					
f. Name and contact information of person to be contacted on matters involving this application:								
Prefix: Mr.		* First Name: Daniel						
Middle Name:								
* Last Name: Penn								
Suffix:								
Title: Chief, Bureau of One Stop & Program Support								
Organizational Affiliation:								
* Telephone Number: 850-245-7466			Fax Number:					
* Email: casey.penn@deo.myflorida.com								

Application for Federal Assistance SF-424		
* 9. Type of Applicant 1: Select Applicant Type:		
A: State Government		
Type of Applicant 2: Select Applicant Type:		
Type of Applicant 3: Select Applicant Type:		
* Other (specify):		
* 10. Name of Federal Agency:		
U.S. Department of Labor/ETA		
11. Catalog of Federal Domestic Assistance Number:		
17.277		
CFDA Title:		
Workforce Innovation Opportunity Act (WIOA) National Dislocated Worker Grants (DWG)		
* 12. Funding Opportunity Number:		
N/A		
* Title:		
N/A		
13. Competition Identification Number:		
Title:		
14. Areas Affected by Project (Cities, Counties, States, etc.):		
	<input type="button" value="Add Attachment"/>	<input type="button" value="Delete Attachment"/>
	<input type="button" value="View Attachment"/>	
* 15. Descriptive Title of Applicant's Project:		
F1 - Disaster - COVID-19		
Attach supporting documents as specified in agency instructions.		
<input type="button" value="Add Attachments"/>	<input type="button" value="Delete Attachments"/>	<input type="button" value="View Attachments"/>

Application for Federal Assistance SF-424

16. Congressional Districts Of:

* a. Applicant

* b. Program/Project

Attach an additional list of Program/Project Congressional Districts if needed.

17. Proposed Project:

* a. Start Date:

* b. End Date:

18. Estimated Funding (\$):

* a. Federal	<input type="text" value="40,394,746.00"/>
* b. Applicant	<input type="text" value="0.00"/>
* c. State	<input type="text" value="0.00"/>
* d. Local	<input type="text" value="0.00"/>
* e. Other	<input type="text" value="0.00"/>
* f. Program Income	<input type="text" value="0.00"/>
* g. TOTAL	<input type="text" value="40,394,746.00"/>

*** 19. Is Application Subject to Review By State Under Executive Order 12372 Process?**

- a. This application was made available to the State under the Executive Order 12372 Process for review on
- b. Program is subject to E.O. 12372 but has not been selected by the State for review.
- c. Program is not covered by E.O. 12372.

*** 20. Is the Applicant Delinquent On Any Federal Debt? (If "Yes," provide explanation in attachment.)**

Yes No

If "Yes", provide explanation and attach

21. *By signing this application, I certify (1) to the statements contained in the list of certifications and (2) that the statements herein are true, complete and accurate to the best of my knowledge. I also provide the required assurances** and agree to comply with any resulting terms if I accept an award. I am aware that any false, fictitious, or fraudulent statements or claims may subject me to criminal, civil, or administrative penalties. (U.S. Code, Title 218, Section 1001)**

** I AGREE

** The list of certifications and assurances, or an internet site where you may obtain this list, is contained in the announcement or agency specific instructions.

Authorized Representative:

Prefix: * First Name:
Middle Name:
* Last Name:
Suffix:

* Title:

* Telephone Number: Fax Number:

* Email:

* Signature of Authorized Representative:  * Date Signed:

**COVID-19
DISASTER RECOVERY NATIONAL DISLOCATED WORKER GRANT (DWG)
SUGGESTED FULL APPLICATION WORKSHEET**

Grant Recipient Name: FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY (DEO)	
Project Name: Disaster-FL-COVID-19	
Grant Number: DW-34657-20-60-A-12	
Are all quarterly reports up to date? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	

Check applicable requests made in this modification request:	
<input type="checkbox"/> Full Application	<input checked="" type="checkbox"/> Budget Realignment
<input type="checkbox"/> Statement of Work Change	<input type="checkbox"/> Response to Outstanding Terms and Conditions
<input type="checkbox"/> Incorporate Negotiated Indirect Cost Rate Agreement (NICRA) or Cost Allocation Plan (CAP)	<input checked="" type="checkbox"/> Period of Performance Change Requesting an extension to: March 31, 2023
<input type="checkbox"/> Change of Address or Authorized Representative Information	<input type="checkbox"/> Equipment Purchase
<input type="checkbox"/> Other:	<input type="checkbox"/> Request for Additional Funding

Enrollment Summary – Update for Disaster-Relief Employment			
		For Modifications	
	Initial Projection	Enrolled to Date	Projected New Enrollments
Number of Participants in Disaster-Relief Employment <i>Only</i>	9,250	383	750
Number of Participants in Career and Training Services <i>Only</i>	500	1,546	4,000
Number of Participants in <i>Both</i> Disaster-Relief Employment <i>and</i> Career and Training Services	250	664	750
Participant Totals	10,000	2,593	5,500

Eligible Participants – Individuals receiving services through a Disaster Recovery DWG must meet one of the following criteria. Select all that apply:
<input checked="" type="checkbox"/> Temporarily or permanently laid off as a consequence of the disaster
<input checked="" type="checkbox"/> A dislocated worker
<input checked="" type="checkbox"/> A long-term unemployed worker
<input checked="" type="checkbox"/> A self-employed individual who became unemployed or significantly under-employed as a result of the disaster or emergency

Geographic Area to Be Served: List the counties/parishes to be served by this project. Also indicate additions/deletions since the submittal of the initial application, and why the change was made.
All 67 counties in Florida

Community Needs Assessment:

Summarize the impact of COVID-19 in the proposed service area.
 Identify new information determined since submission of the emergency application.
 Identify the specific needs to be addressed in the proposed service area.
 Describe how these needs were identified and how they will be monitored throughout the grant period.
 Explain how the disaster-relief employment will address the specific needs stated above.

Impact of COVID-19 on Florida

Due to the COVID-19 public health emergency and the efforts to contain it, the national unemployment rate more than tripled from 3.3 percent in June 2019 to 10.4 percent in June 2020. The state’s number of individuals unemployed increased by 701,000 simultaneously with an increase of 530,000 individuals reported as “not in the workforce” for a net job loss effect of close to over 1.23 million positions (12 percent of the state’s workforce) in June 2020 (as compared to June 2019). The significant increase in individuals “not in the workforce” may be due to workers being furloughed with an anticipated return date, lack of adequate jobs to apply for, and the availability of unemployment assistance temporarily without the required job search activities.

The state of Florida administered the Business Damage Assessment survey to assess the impact of COVID-19 on Florida’s local businesses. The survey, managed by the Florida Department of Economic Opportunity (DEO), identified leisure and hospitality industries as the most severely impacted industry for the state. The survey indicated that over half of the layoffs reported occurred in businesses identifying themselves as food & dining, entertainment, transportation and retail merchants; businesses often associated with Florida’s tourism industry. Of those, 20 percent of the reported layoffs were described as permanent. The survey indicated a total estimated cost of damage from the pandemic at \$2.1 trillion. In the same vein,

DEO received Worker Adjustment and Retraining Notification (WARN) Notices since the start of the pandemic to date from 621 businesses with 145,000 workers laid off or furloughed. Of those businesses, 501 (80 percent) were restaurants, hotels, and other tourism enterprises.

The long-term effect on state and local government will be devastating as Florida’s economy and subsequent tax revenue is highly dependent on tourism. Much of the tax base comes from sales taxes and other fees that are replenished by visitors to the state. As a result, local governments around the state are re-evaluating their current and future budgets and already making cuts to respond to the loss of tax revenues.

The state is still seeing a steady growth of Florida residents testing positive for COVID-19. While the more severe health consequences are felt by those over the age of 54, the largest number (66%) of those testing positive are working-age adults (25 to 64). This indicates a continued impact to the workforce in general and the affected industries in particular.

Specific Needs

The community needs are similar around the state:

- Gathering, moving, storing and distributing food and other necessary supplies. Food production, transportation, warehousing, and distribution have been disrupted by the closing of restaurants and convention facilities in the state, as well as the loss of volunteers due to social distancing. 35% of the civilian workforce is unemployed and without pay related to CV-19. Over 2.5 million missing meals due to employment disruption. Food distribution networks (Feeding America/Feeding Florida) have experienced a 60% loss of volunteers. Homebound individuals cannot access needed food and supplies because they cannot go to the grocery store. 80% of Meals on Wheels program have seen doubling of demand, underlying an acute need for elderly receiving shopping assistance for food & other essentials. Additional need for meal preparation and distribution for high-risk/quarantined individuals, as well as for those essential workers in public health/public safety.
- With current efforts to roll out vaccinations against the COVID-19 virus, there is an urgent need for assistance at private and public sites for the scheduling, intake, traffic control, and follow-up related to the vaccination campaign.
- Sheltering of homeless and others required to quarantine away from home. Residents of homeless shelters have been moved out of shelters and spread out throughout the community, while receiving same level of service. At the same time, facilities helping the homeless have been losing (or cutting back on) volunteers to provide services due to concerns about COVID-19 and the need for social distancing. Case managers for homeless population, including interim housing to maintain social distancing.
- Providing sanitation, and implementing safe practices at agencies that serve the public, including testing sites, hospitals & clinics, social service agencies, and state and local governmental offices. Testing centers need workers to implement and enforce safety protocols, gather necessary data, and maintain sanitary standards. There are 247 recognized testing sites in the state. 349 hospitals and hundreds of county health offices around the state are facing harsh financial pressure, with an

estimated \$202 billion in losses to the industry nationally.

- Contact tracing. Contact tracing required to halt spread of CV-19. Estimated need for contact tracers by the National Association of County and City Health Officials: 6,443. Florida currently has 2,300, according to the Florida Health Department. These positions, funded by the state, are housed in county health departments. However, the potential exists for the need to hire more.
- Providing case management/support to individuals who are affected by the pandemic to assist their receiving needed services, and related recordkeeping. Call centers (211 agencies) are experiencing a 100% increase in calls from individuals suffering anxiety or depression as a result of confinement or job loss. This increase also manifests at mental health clinics. The state is providing public assistance to an additional 1.1 million Floridians since the start of the pandemic. Local governmental service divisions have case backlogs due to temporary closures and are still short-staffed due to need for quarantine and social distancing. LWDBs have worked with their local agencies to determine the level of need to provide needed services to their constituents, in spite of the slowdown due to illness and quarantine requirements.

Grant funds will be used to fund wages and benefits for the identified positions, as well as supportive services for temporary disaster-relief workers. The funds may not be used to provide actual benefits to clients served by the temporary disaster-relief workers.

Service priorities include: placing laid-off workers into income-earning jobs and retooling laid-off workers whose industries are anticipated to take a long time to recover (or may not fully recover). Security guards, senior care, landscaping, online banking services, call centers, contact tracers and other medical service employment are seeing an increased demand, as well as manufacturing positions. While commercial construction is slowing down, there is an ongoing need for residential construction to deal with the damage caused by Hurricanes Irma and Michael. The need for telework in the financial and education sectors has emerged due to the pandemic. A strong, national broadband network will be needed to supply this increased demand for telework employees. Such a network will facilitate employment beyond large metro areas and into rural areas. As federal and state leaders envision the expansion of the broadband network into remote areas, utility line service positions will be created. LWDBs are uniquely positioned to identify just-in-time trends in the local workforce demand. They will identify new and ongoing needs for training/retooling/upskilling dislocated workers within their areas and access appropriate training to meet those needs.

Need Determination & Monitoring

DEO is the lead agency for Function 18 of the state’s Comprehensive Emergency Management Plan—Business, Industry, and Economic Stabilization. DEO’s Emergency Management Coordinator is currently stationed at the Emergency Control Center where he participates in daily phone calls with other state agencies emergency management teams, as well as daily calls with county emergency management personnel. During these calls, he reminds emergency management partners of the availability of assistance from this grant. He also takes note of any need for temporary disaster-relief workers and communicates this information to the DWG team. The team reaches out to agencies thus identified and communicates with LWDBs to help fill these needs. DEO staff will meet at least quarterly with LWDBs to review and analyze WARN Notices as well as news articles and information from LWDBs to gauge workforce trends and coordinate with LWDBs on ways to proactively assist employers as well as impacted workers.

LWDBs are engaged with their local emergency management agencies, local businesses, and service agencies to assess the specific needs and priorities to help their communities recover from the public health emergency. The relationship between LWDBs and local businesses allows for a rapid and personalized approach to assist those in need in getting back to work.

The determination of need for a temporary job is based on answering two questions: 1) What is the disaster-relief work that needs to be done through funded temporary positions? 2) Why are grant funds needed for these positions? A list of temporary positions is provided in the table on the following page.

LWDBs are instructed that such questions need to be answered periodically to ensure that temporary disaster-relief worksites continue to meet the requirements of the grant and the disaster-recovery needs of the community. LWDBs submit quarterly worksite reports to DEO that are reviewed to determine the suitability of worksites and temporary disaster-relief positions.

Training Needs:

Workers from the hospitality, retail, and transportation fields have been hit particularly hard by this public health emergency. It is predicted that some of them will not be able to return to their previous occupations, while others will see their hours reduced. These future long-term unemployed/ underemployed workers will need retraining for opportunities in other fields. Some of the fields already identified include: medical, information technology, construction, manufacturing, education, financial. DEO and state educational and workforce partners, as well as LWDBs work with industry associations, and economic development agencies to identify short, medium and long-term talent needs. As new demand is identified by local employers, LWDBs will develop training protocols to provide job-ready candidates, using a blend of short-term occupational skills training, degree-seeking opportunities, and work-based training.

Displaced workers without a high-school diploma or GED are at a disadvantage in obtaining self-sufficient employment. In some areas, there is also a need for English as a second language. Grant funds are available to provide basic skills, English as a second language, and GED preparation courses.

<p align="center">Proposed Disaster-Relief Jobs <i>(For grant recipient completion)</i></p>				
Statement of Need		Project Activities	Requirements to Carry Out Disaster-Relief Positions	Partners
<p>Needs: Identify each need resulting from the disaster that the project proposes to address.</p>	<p>Areas Where Need Exists: Identify where this need exists within the project’s proposed service area.</p>	<p>Disaster-Relief Jobs to Address Need: Identify the general types of disaster-relief work to address the stated need. Disaster-relief positions may address cleanup resulting from the impact of the disaster event, along with the humanitarian assistance needs created by the disaster.</p>	<p>Training or Supplies Needed for Disaster-Relief Positions: Identify the resources required to carry out the disaster-relief positions. Include training needs, supplies, supportive services, etc.</p>	<p>Partners Involved with Establishing the Disaster-Relief Positions: Identify the entities involved with establishing the positions, such as project operators, worksite employers, establishments where disaster-relief employment will take place, etc. NOTE: In all cases, Local Workforce Development Boards (LWDB) will be involved as project operators. In some situations, LWDBs may use staffing agencies as employers of record. Entities listed below will be worksite employers.</p>

<p>Food services. Food production, transportation, warehousing, and distribution have been disrupted by the closing of restaurants and convention facilities in the state, as well as the loss of volunteers due to social distancing. 35% of the civilian workforce is unemployed and without pay related to CV-19. Over 2.5 million missing meals due to employment disruption. Food distribution networks (Feeding America/Feeding Florida) have experienced a 60% loss of volunteers.</p>	<p>All LWDBs</p>	<p>Temporary disaster-relief workers will collect and transport food from producers, wholesalers and other distributors to food bank and other charitable facilities; warehouse (store, inventory) food products; distribute food products to local governmental and community-based service agencies; and distribute food to individuals within the communities.</p>	<p>Training in food handling, resource management, occupational safety skills, commercial drivers' license, PPE, cell phones, laptops/tablets.</p>	<p>Local governmental and private community-based service organizations.</p>
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<p>Food services. Homebound individuals cannot access needed food and supplies because they cannot go to the grocery store. 80% of Meals on Wheels program have seen doubling of demand, underlying an acute need for elderly receiving shopping assistance for food & other essentials. Additional need for meal preparation and distribution for high-risk/quarantined individuals, as well as for those essential workers in public health/public safety.</p>	<p>All LWDBs</p>	<p>Personal shoppers and delivery drivers to shop, package, and deliver groceries and other supplies to homebound community members, and run errands as needed for homebound individuals.</p>	<p>Training in food safety, sanitization, and COVID- 19 symptoms/prevention, PPE, transportation.</p>	<p>Community-based stores and food banks will partner to make goods available online for home shoppers.</p>
<p>Food services. Meal preparation & distribution for individuals identified as high-risk or quarantined due to COVID-19.</p>	<p>All LWDBs</p>	<p>Temporary food workers will prepare meals, package, and distribute prepared meal for home-bound or quarantined individuals.</p>	<p>Training in food safety, sanitization, and COVID-19 symptoms/prevention, PPE, transportation.</p>	<p>Local governmental and private community-based service organizations.</p>

<p>Contact tracing required to halt spread of CV-19. Estimated need for contact tracers by the National Association of County and City Health Officials: 6,443. Florida currently has 2,300, according to the Florida Health Department. These positions, funded by the state, are housed in county health departments. However, the potential exists for the need to hire more.</p>	<p>All LWDBs</p>	<p>Contact tracers will facilitate contact identification, contact listing, and contact follow-up.</p>	<p>Cell phones, laptops/tablets, occupational training, interpreters. These positions should be remote but may require occasional site visits.</p>	<p>Local health departments, hospitals.</p>
<p>Vaccination coordinators: With current efforts to roll out vaccinations against the COVID-19 virus, there is an urgent need for assistance in scheduling, intake, and follow-up at public and private sites.</p>	<p>All LWDBs</p>	<p>Temporary disaster-relief workers will conduct outreach to schedule, conduct intake and follow-up for COVID-19 vaccinations at designated public and private sites.</p>	<p>Cell phones, laptops/tablets. These positions should be remote but may require occasional site visits.</p>	<p>Local health departments & other agencies responsible for vaccinations including public and private entities.</p>
<p>Cleanup and sanitation at testing and vaccination centers which need workers to implement and enforce safety protocols, gather necessary data, and maintain sanitary standards. There are 247 recognized testing sites in the state. Private entities are currently participating in the vaccination roll-out. (At this time, in Florida, they include CVS, Walgreens, Publix and Walmart.)</p>	<p>All LWDBs</p>	<p>Temporary disaster-relief workers will enforce safety protocols and patient flow, gather and record data from patients, and sanitize testing and vaccination facilities at public and private sites.</p>	<p>Personal protection equipment (PPE), occupational safety training.</p>	<p>Public and private testing and vaccination sites.</p>

<p>Cleanup and sanitation at medical facilities which need workers to implement and enforce safety protocols, gather necessary data, and maintain sanitary standards. There are 349 hospitals and hundreds of county health offices around the state</p>	<p>All LWDBs</p>	<p>Temporary disaster-relief workers will enforce safety protocols and patient flow, gather and record data from patients, and sanitize facilities.</p>	<p>PPE, occupational safety training, medical assistance training.</p>	<p>Local health departments, hospitals.</p>
<p>Cleanup and sanitation to collect PPE improperly discarded that poses a danger to the community.</p>	<p>All LWDBs</p>	<p>Cleanup crews will be set up to patrol areas where PPE are improperly disposed of (e.g., parks, beaches) & dispose of such items following proper sanitary protocols</p>	<p>Training in sanitization, infectious diseases, and COVID- 19 symptoms/prevention. Sanitation supplies, gloves, face masks, disinfectants, foggers, protective gear, smartphone w/thermometer sensor/app, and COVID-19 testing kits.</p>	<p>Local, state, and federal government (with public properties).</p>

<p>Cleanup and sanitation at governmental facilities and social service agencies which require additional staff to enforce safety protocols, traffic flow and sanitize common areas. The state has hundreds of these agencies that are set up to provide services to Floridians, including Local Workforce Development Boards, Courts, County offices, City utilities, Department of Children and Families (administer SNAP and TANF), and other agencies that help applicants receive public/humanitarian assistance. All of these systems--unemployment compensation/pandemic unemployment assistance, SNAP and TANF have seen increases that top one million new cases. Efforts made by these agencies to be open to foot traffic requires sound sanitizing and social distancing procedures be in place and enforced. None of these agencies have a budget for such expenses.</p>	<p>All LWDBs</p>	<p>Security personnel will enforce social distancing and traffic flow; sanitary personnel (cleaners) will disinfect common areas.</p>	<p>Training in communication, security, occupational safety skills, sanitization, infectious diseases, and COVID-19 symptoms prevention</p> <p>PPE, sanitation supplies, gloves, face masks, disinfectants, foggers, protective gear, smartphone w/thermometer sensor/app, and COVID-19 testing kits.</p>	<p>Local governmental and private community-based service organizations, including LWDBs.</p>

<p>Public support. Call centers (211 agencies) are experiencing a 100% increase in calls from individuals suffering anxiety or depression as a result of confinement or job loss. This increase also manifests at mental health clinics.</p>	<p>All LWDBs</p>	<p>Peer counselors and resource coordinators will be placed remotely to work with call centers, local workforce centers, and community centers to provide peer-to-peer counseling and help connect individuals with proper resources. Peer-to-peer counselors will help callers develop personal plans to support their mental and physical health as well as their critical resource needs.</p>	<p>Training in peer-to-peer counseling, virtual counseling, unemployment insurance, community resources, and planning. These positions may be remote.</p>	<p>Local health departments, mental health clinics, and community-based service agencies.</p>
<p>Public support. Service advocates/case managers/eligibility specialists needed to ensure citizens receive appropriate services during the pandemic (to include home visits) to vulnerable populations due to increase caseload due to COVID-19. The state is providing public assistance to 1.1 million Floridians since the start of the pandemic.</p>	<p>All LWDBs</p>	<p>Disaster-relief case managers will contact at-risk members of the community to assess their needs during the public health emergency (on-site and/or remotely), determine customers' eligibility for services, receive and process applications for service, and provide and/or connect those eligible for services to appropriate resources.</p>	<p>Training in communication, case management and occupational safety skills, PPE, cell phones, laptops/tablets.</p>	<p>Local governmental and private community-based service organizations, including LWDBs.</p>
<p>Sheltering. Residents of homeless shelters have been moved out of shelters and spread out throughout the community, while receiving same level of service. At the same time, facilities helping the homeless have been losing (or cutting back on) volunteers to provide services due to concerns about COVID-19 and the need for social distancing. Staffing for interim housing and maintaining social distancing.</p>	<p>All LWDBs</p>	<p>Disaster-relief housing case managers will work with homeless members of their communities to help them maintain social distancing.</p>	<p>Training in communication, case management and occupational safety skills, PPE, cell phones, laptops/tablets</p>	<p>Local governmental and private community-based service organizations</p>

<p>Public support. For = COVID-19 humanitarian services, record-keeping assistance is needed to track the flow of customers, assessed needs, client eligibility, provision of services & referrals, and follow-up.</p>	<p>All LWDBs</p>	<p>Temporary disaster-relief workers will track information about needs and services provided to individuals affected by COVID-19 and its economic impact.</p>	<p>Microsoft Office applications.</p>	<p>Local governmental and private community-based service organizations, including LWDBs.</p>
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Monitoring/Oversight Plan for Worksites

Describe internal controls in place for tracking and monitoring project activities, including worksites and worksite employers, to ensure compliance with federal requirements and grant terms.

All participants placed in a temporary disaster-relief jobs are recorded in the state’s management information system, Employ Florida. DEO and LWDBs are thus able to track project activities, including the O*Net codes for temporary disaster-relief positions. DEO program management and staff receive weekly reports of grant activities. Program staff also work with their counterparts in financial management to review grant expenditures monthly and combine participant information and financial information in dashboards that are presented to management monthly.

[Administrative Policy 100 – Work-Based Training](#) sets out the monitoring requirements for work-based activities both by DEO and by LWDBs to ensure compliance with federal and state laws.

LWDBs will put in place a monitoring plan for work-based activities (temporary disaster-relief employment or other work-based training allowed under the Workforce Innovation and Opportunity Act) that involves regular site visits or call-ins when site visits are not feasible or advisable. Each worksite will receive at least one such visit per quarter. Interviews of supervisors and workers will take place to ensure that assigned workers are in place, that the work conducted is consistent with the worksite agreement (for temporary disaster-relief employment, the work is for disaster-recovery activities only) and to determine whether any correction or change needs to be made to the agreement or the assignment. Additionally, LWDBs will ensure that established payroll mechanisms are adequate to track cumulative hours worked and that they do not exceed one year or 2,080 hours.

LWDBs will submit a quarterly report on their worksite monitoring activities to DEO. DEO will conduct remote spot checks on selected worksites. The result of the spot checks will be documented and provided to affected LWDBs.

The state’s annual programmatic monitoring activities will include a review of participating LWDBs’ worksite monitoring plan and activities, in addition to participant file reviews (with related documents, such as worksite agreements).

Proposed Employment and Training Services <i>(For grant recipient completion)</i>				
Statement of Need		Project Activities	Requirements to Carry Out Employment and Training Services	Partners/Service Providers
Needs: Identify career and training needs resulting from the disaster that the project proposes to address.	Area Where Need Exists: within the project’s proposed service area.	Employment and Training Services to Address Need: Identify career and training services to address the stated need. Include credentials and length of time needed to complete training. Training must be completed within the grant period.	Employment and Training Resources and Supplies: Identify the resources required to carry out the career and training services, such as support technology, subscriptions, and internet access.	Partners/WIOA Service Providers/Contracted Services: Identify community partners, WIOA service providers, and other contracted services the recipient will use to implement required activities.
Workers from the hospitality, retail, and transportation fields have been hit particularly hard by this public health emergency. It is predicted that some of them will not be able to return to their previous occupations, while others will see their hours reduced. These future long-term unemployed/ underemployed workers will need retraining for opportunities in other fields. Some of the fields already identified include: medical, information technology, construction, manufacturing, education, financial.	All LWDBs	Training needs will include: occupational skills training provided through Individual Training Accounts, On-the-Job Training, Registered Apprenticeships, and/or Customized Training. Career services will include, but not be limited to, any or all of the following: objective assessment, employability development plan, various job readiness and job search activities, and other career services, as well as work experiences and/or temporary jobs. Other skill upgrades, such as computer skills may also be provided.	Traditional supportive services may be required (e.g., child care, transportation,), as well as the provision of technology, subscriptions and Internet access, books, tools, supplies, uniforms, occupational safety training. Cell phones and laptops may be required to allow participants to participate in training and career services remotely.	LWDBs as project operators and providers of services, eligible training providers (public and private post-secondary and technical educational institutions, Registered Apprenticeship sponsors and providers of Related Training Instruction, pre-Apprenticeship providers, work-based training providers.
LWDBs work with industry associations, economic development agencies, and local employers to identify short, medium and long-term talent need in their areas. As new demand is identified, LWDBs will develop training protocols to provide job-ready candidates.	All LWDBs	Same as above.	Same as above.	Same as above.

<p>Displaced workers without a high-school diploma or GED are at a disadvantage in obtaining self-sufficient employment. In some areas, there is also a need for English as a second language</p>	<p>All LWDBs</p>	<p>English as a second language, remediation and GED prep may be offered in combination with training, temporary disaster-relief employment, or as a stand-alone activity, as determined by individual assessments</p>	<p>Same as above.</p>	<p>LWDBs as project operators, post-secondary institutions, adult education providers.</p>
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Career, Training, and Supportive Services

Briefly explain why existing formula funds are not sufficient to fund proposed career, training and supportive services.

The Dislocated Worker funds received by the state are based on a formula that was devised for “ordinary” times (pre-COVID-19) when labor force figures were robust. Now, however, as discussed in the Community Need Assessment portion of this application, Florida has experienced a strong labor disruption due to COVID-19, as it impacted major industries in the state. The net impact of the pandemic on the labor force in Florida in April 2020, as compared to April 2019 was an *increase* in the number of the unemployed and those not in the labor force of over 17% of the working-age population (a total impact of over 1.75 million individuals). Similarly, initial claims ranged from 20,000 to 30,000 for the year preceding the onset of the pandemic to over 300,000 in March 2020, over 600,000 in April 2020, and over 1 million in May 2020.

For PY2018 DEO received a total of \$53,879,224 in Dislocated Worker funds. As of May 31, 2020, \$39,167,019 has been drawn.

DWG Performance

DWG performance accountability is outlined in Training and Employment Guidance Letter (TEGL) 14-18, Attachment 6. The DWG program applies performance measures as described in Workforce Innovation and Opportunity Act (WIOA) Section 116. These include the following:

- Planned Employment Rate (2nd Quarter after Exit) 79%
- Planned Employment Rate (4th Quarter after Exit) 73%
- Planned Median Earnings \$3,200
- Planned Credential Rate 75.5%
- Planned Measurable Skill Gains Rate 45.5%

Are the planned performance goals for this project the same as the applicable negotiated goals for the Dislocated Worker program? Yes or No? YES.

If the above goals are lower than the negotiated goals, please explain why: N/A.

**Enrollment and Expenditure
Worksheet for Disaster-Relief
Employment**

			COMPLETE BLUE COLUMNS ONLY IF REQUESTING INCREMENTAL OR SUPPLEMENTAL FUNDING			
			Actual Data as of Modification Submission Date		New Projections if Supplemental/Incremental Funds Awarded	
Participant Breakdown by Services	Initial Planned Enrollment Numbers	Initial Planned Expenditures	Actual Enrollments as of Modification Submission	Actual Expenditures as of Modification Submission	New Projected Enrollments	New Projected Expenditures
Participant Disaster-Relief Employment Wages Note 1	9,500	\$75,582,500	917	\$12,903,723.21	1,500	\$16,228,875
Participant Fringe Benefits (does not include temp agency fee) Note 1	9,500	\$8,638,000	917	\$289,478.28	1,500	\$1,622,888
Staffing Agency Fee Note 1	9,500	\$23,754,500	917	\$390,506.71	1,500	\$4,462,941
TOTALS:		\$107,975,000	917	\$13,583,708.20	1,500	\$22,314,704

Note 1: Some project operators have reported temporary job expenses (wages, fringe benefits, and staffing agency fees) under Participant Disaster-Relief Wages instead of breaking these expenses as wages & fringe benefits. Project operators have been instructed to report wages and benefits separately and will be instructed to report staffing agency fees separately as well.

**Enrollment and Expenditure
Worksheet for Employment
and Training Services**

**COMPLETE BLUE COLUMNS ONLY IF REQUESTING
INCREMENTAL OR SUPPLEMENTAL FUNDING**

Participant Breakdown by Services	Initial Planned Enrollment Numbers	Initial Planned Expenditures	Actual Data as of Modification Submission Date		New Projections if Supplemental/Incremental Funds Awarded	
			Actual Enrollments as of Modification Submission	Actual Expenditures as of Modification Submission	New Projected Enrollments	New Projected Expenditures
Career Services. Note 2	500	\$750,000	2,210	\$1,934,944.32	4,750	\$3,000,000
Training Services, excluding On-the-Job Training (OJT)	0	0	916	\$3,678,938.24	1,200	\$2,400,000
OJT Only	0	0	98	\$49,019.84	160	\$200,000
Supportive Services Note 3	5,000	\$1,125,000	418	\$202,134.70	1,500	\$337,500
Needs-Related Payments	0	0	0	0	0	0
TOTALS:		\$1,875,000	2,593	\$5,865,037.10	4,750	\$5,937,500

Note 2. Actual & planned expenditures for Career Services apply to participants in CS only + Training + OJT.

Note 3. Supportive services expenditures may include expenditures for individuals in temporary disaster-relief jobs only.

PROJECT NARRATIVE: OVERALL PROJECT MANAGEMENT

Provide an explanation of the procedures you will use to identify funds not being utilized in accordance with the project plan:

The Grantee monitors grant activities frequently (at least weekly at the start of the grant and no less than monthly once grant operations are well underway). LWDBs receive cash draws weekly and grant expenditures are reported monthly by subrecipients. The Bureau of Financial Management and Bureau of One-Stop and Program Support meet to compare expenditures to grant activities. If grant funds are not being used in accordance with the project plan, funds may be de-obligated and reallocated. Additionally, any funds misspent would be repaid by the subrecipient.

Explain your plan for developing and implementing corrective action, where required, to ensure adherence to the project goals:

Planned monitoring and oversight activities are carried out in accordance with DEO's monitoring plan.

The purpose of programmatic monitoring reviews is to assess whether the LWDBs are complying with applicable laws, regulations, state plans, and all contract and agreement terms in administering their workforce programs. As such, DEO, annually develops and implements a process for monitoring the LWDBs and for follow-up of findings that require corrective action.

Financial monitoring of LWDBs is conducted annually to ensure compliance with federal and state requirements.

Exhibit A - Monthly and Quarterly Allocations/Enrollments

Current Award	Current Balance of Award as of 2/16/22	Allocations/Expenditures				Allocations/Expenditures				Enrollments planing to achieve	
		Projected Monthly	Projected Quarterly Feb - March 2022 (2 months)	LWDBs Projected Award Balance Remaining 3-31-22	Projected Monthly	Projected Quarterly	Projected Quarterly Apr - March 2023 (12 months)	TOTAL Projected Quaterly Jan 2022 - March 2023 (14 months)	LWDBs Award Balance Remaining 3-31-23	Monthly	Quarterly
40,394,746	12,448,484	1,167,089	2,334,178	10,114,306	842,859	2,528,577	10,114,306	12,448,484	-	194	581

5. Federal Project Officer

The DOL/ETA Federal Project Officer (FPO) for this award is:

Name: Latanya Lowery
Telephone: 404-302-5354
E-mail: Lowery.Latanya@dol.gov

The FPO is not authorized to change any of the terms or conditions of the award or approve prior approval requests. Any changes to the terms or conditions or prior approvals must be approved by the Grant Officer through the use of a formally executed award modification process.

6. Indirect Cost Rate and Cost Allocation Plan

A. The recipient submitted an abbreviated emergency application without a budget to request disaster DWG funding. To charge indirect costs to this grant, the recipient must include in the first modification providing the full budget and plan, a current Federally approved Negotiated Indirect Cost Rate Agreement (NICRA) or current Federally approved Cost Allocation Plan (CAP).

B. A **current** Federally approved NICRA or current Federally approved CAP has been provided – copy attached.

For a NICRA only:

(1) Indirect Rate approved: %

(2) Type of Indirect Cost Rate: _____ Provisional/ final

(3) Allocation Distribution Base: _____

(4) Current beginning and ending period applicable to rate: _____

Estimated Indirect Costs are shown on the SF-424A budget form. If a new NICRA is issued during the grant's period of performance, it must be provided to DOL within 30 days of it being issued. Funds may be re-budgeted as necessary between direct and indirect costs as long as it is consistent with 10% Budget Flexibility term within this agreement, grant requirements and DOL regulations on prior approval. However, the total amount of the grant award will not be increased.

Any changes to the budget that impact the Statement of Work and agreed upon outcomes or deliverables will require a request for modification and prior approval from the Grant Officer.

C. (1) _____ Latest NICRA or CAP approved by the Federal Cognizant Agency (FCA) is not current, or

(2) _____ An indirect cost rate proposal or CAP has not been submitted for approval.

URGENT NOTICE: Estimated indirect costs have been specified on the SF-424A, Section B, Object Class Category "j", however only \$ (10% of personnel or indirect which ever is less) will be released to support the indirect costs in the absence of a NICRA or CAP approved by the cognizant agency. The remaining funds which have been awarded for Indirect Costs are restricted and may not be used for any purpose until the recipient provides a signed copy of the NICRA or CAP and document stating that the restriction is

lifted by the Grant Officer. Upon receipt of the NICRA or CAP, the Grant Officer will issue a grant modification to the award to remove the restriction on those funds.

As the award recipient, your organization must submit an indirect cost rate proposal or CAP. These documents should be submitted to the DOL's Division of Cost Determination (DCD) or to the recipient's FCA. In addition, the recipient must notify the Federal Project Officer (FPO) that the documents have been submitted to the appropriate FCA. **If this proposal is not submitted within 90 days of the effective date of the award, no funds will be approved for the reimbursement of indirect costs.** Failure to submit an indirect cost proposal by the above date means the award recipient will not receive further reimbursement for indirect costs until a signed copy of the federally approved NICRA or CAP is provided and the restriction is lifted by the Grant Officer. All indirect costs paid for using grant funds must be returned through the Payment Management System. No indirect costs will be reimbursed without a NICRA or an approved CAP. *The total amount of the DOL's financial obligation under this grant award **will not be** increased in order to reimburse the recipient for higher negotiated indirect costs.*

- ___ D. The award recipient elected to exclude indirect costs from the proposed budget. Please be aware that incurred indirect costs (such as top management salaries, financial oversight, human resources, payroll, personnel, auditing costs, accounting and legal, etc. used for the general oversight and administration of the organization) must not be classified as direct costs; these types of costs are indirect costs. Only direct costs, as defined by the applicable cost principles, will be charged. According to 2 CFR 200.412, if indirect costs are misclassified as direct costs, such costs may become disallowed through an audit.
- ___ E. The award recipient has never received a negotiated indirect cost rate and, pursuant to the exceptions noted at 2 CFR 200.414(f) in the Cost Principles of the Uniform Guidance has elected to charge a de minimis rate of 10% of modified total direct costs (see 2 CFR 200.68 for definition of MTDC) which may be used indefinitely. Governmental departments or agencies that receive more than \$35 million in direct Federal Funding must submit an indirect cost rate proposal and cannot request a de minimis rate. This methodology must be used consistently for all Federal awards until such time as you choose to negotiate for an indirect cost rate, which you may apply to do at any time. (See 2 CFR 200.414(f) for more information on use of the de minimis rate.)

If the DOL is your FCA, as a recipient, your organization must work with DOL's DCD, which has delegated authority to negotiate and issue a NICRA or CAP on behalf of the Federal Government. More information about the DOL's DCD is available at <http://www.dol.gov/oasam/boc/dcd/>. This website has guidelines to develop indirect cost rates, links to the applicable cost principles, and contact information. The DCD also has Frequently Asked Questions to provide general information about the indirect cost rate approval process and due dates for provisional and final indirect cost rate proposals at <http://www.dol.gov/oasam/faqs/FAQ-dcd.htm>.

Starting the quarter ending September 30, 2016, all grant recipients with an approved NICRA or de minimis rate must report indirect costs on their **FINAL** ETA-9130 Form.

NEGOTIATED INDIRECT COST RATE AGREEMENT (NICRA)

NON-FEDERAL ENTITY:
 Florida Department of Economic
 Opportunity
 Caldwell Building 107 E. Madison St.
 Tallahassee, FL 32399

EIN: 36-4706134

DATE: 11/3/2021

FILE REFERENCE: This
 replaces the agreement dated
 10/5/2020

The indirect cost rate(s) contained in this Agreement are for use on grants, contracts, and other agreements with the Federal Government. This Agreement was negotiated by **Florida Department of Economic Opportunity** (non-Federal entity) and the **U.S. Department of Labor** in accordance with the authority contained in the Federal Acquisition Regulation (FAR) for commercial entities, or Title 2 of the Code of Federal Regulations, Part 200 for nonprofit and state/local entities. This Agreement is subject to the limitations in Section II, A, below.

When applicable, the rates presented in this Agreement may only be applied to: (1) cost-reimbursement contracts and (2) actual costs for materials in time-and-materials (T&M) contracts. Any indirect rates for labor costs in T&M, labor-hour and fixed-price contracts must be negotiated with the Contracting Officer during pre-award in accordance with FAR Part 15.404-1(c).

SECTION I: RATES

<u>TYPE</u>	<u>APPROVAL</u>	<u>FROM</u>	<u>TO</u>	<u>RATE</u>	<u>BASE</u>	<u>LOCATION</u>	<u>APPLICABLE TO</u>
Indirect	Final	07/01/2020	06/30/2021	28.93%	SW-1	Loc-1	AP-2
Indirect	Final	07/01/2020	06/30/2021	39.66%	SW-1	Loc-1	AP-3
Indirect	Final	07/01/2020	06/30/2021	4.41%	SW-1	Loc-1	AP-4
Indirect	Final	07/01/2020	06/30/2021	41.15%	SW-1	Loc-1	AP-5
Indirect	Final	07/01/2020	06/30/2021	38.45%	SW-1	Loc-1	AP-6
Indirect	Final	07/01/2020	06/30/2021	31.51%	SW-1	Loc-1	AP-7
Indirect	Provisional	07/01/2021	06/30/2023	29.11%	SW-1	Loc-1	AP-8
Indirect	Provisional	07/01/2021	06/30/2023	42.76%	SW-1	Loc-1	AP-9
Indirect	Provisional	07/01/2021	06/30/2023	4.94%	SW-1	Loc-1	AP-10

(SEE SPECIAL REMARKS)

BASE:

SW-1: Total direct salaries and wages including vacation, holiday, sick pay, other paid absences, and all applicable fringe benefits.

LOCATION:

Loc-1: All Locations
 Loc-1: All Locations
 Loc-1: All Locations
 Loc-1: All Locations

APPLICABLE TO:

AP-2: Workforce DEO In-House Program
 AP-3: Workforce Board Services Program
 AP-4: Workforce Jointly Managed Program
 AP-5: Community Development Program

LOCATION:	APPLICABLE TO:
Loc-1: All Locations	AP-6: Strategic Business Development Program
Loc-1: All Locations	AP-7: Facilities Services Program
Loc-1: All Locations	AP-8: DEO In-House Programs
Loc-1: All Locations	AP-9: DEO Oversight Programs
Loc-1: All Locations	AP-10: Workforce Jointly-Managed Programs

TREATMENT OF FRINGE BENEFITS: Fringe benefits are specifically identified to each employee and/or are charged individually as direct or indirect cost (as applicable). See Special Remarks section of this Agreement for more details.

TREATMENT OF PAID ABSENCES: Vacation, holiday, sick leave pay and other paid absences are included in salaries and wages and are claimed on grants, contracts and other agreements as part of the normal cost for salaries and wages. Separate claims are not made for the cost of these paid absences.

SECTION II: GENERAL

A. **LIMITATIONS:**

Use of the rate(s) contained in the Agreement is subject to all statutory or administrative limitations and is applicable to a given Federal award or contract only to the extent that funds are available. Acceptance of the rate(s) agreed to herein is predicated upon the following conditions:

1. No costs other than those incurred by the non-Federal entity or contractor were included in its indirect cost pool as finally accepted and that such incurred costs are legal obligations of the non-Federal entity and allowable under the governing cost principles.
2. The same costs that have been treated as indirect costs have not been claimed as direct costs.
3. Similar types of costs have been accorded consistent treatment.
4. The information provided by the non-Federal entity or contractor which was used as a basis for acceptance of the rate(s) agreed to herein is not subsequently found to be materially inaccurate by the Federal government. In such situations, the rate(s) may be subject to renegotiation at the discretion of the Federal government.
5. The rates cited in this Agreement are subject to audit.
6. Indirect costs charged to Federal grants/contracts by means other than the rate(s) cited in this Agreement should be adjusted to the applicable rate(s) cited herein and be applied to the appropriate base to identify the proper amount of indirect costs allocable to the program.
7. Contracts/grants providing for ceilings as to the indirect cost rate(s) or amount(s) which are indicated in Section I above, will be subject to the ceilings stipulated in the contract or grant agreements. The ceiling rate or the rate(s) cited in this Agreement, whichever is lower, will be used to determine the maximum allowable indirect cost on the contract or grant agreement.

8. Administrative costs consist of all Direct and Indirect costs associated with the management of a non-Federal entity's programs. Non-Federal entities should refer to their contracts/grants terms and specific program legislation for the applicable definition of Administrative Costs and any related limitations.

B. **ACCOUNTING CHANGES**: This agreement is based on the accounting system purported by the non-Federal entity or contractor to be in effect during the Agreement period. Changes to the method of accounting for costs which affect the amount of reimbursement resulting from the use of this Agreement require prior approval from the Cost & Price Determination Division (CPDD). Such changes include, but are not limited to changes in the charging of a particular type of cost from indirect to direct. Failure to obtain approval may result in cost disallowances.

C. **NOTIFICATION TO FEDERAL AGENCIES**: A copy of this document is to be provided by the non-Federal entity or contractor to other Federal funding sources as a means of notifying them of the Agreement contained herein.

D. **DEFINITION OF RATES**:

1. Final rate means an indirect cost rate applicable to a specified past period which is based on the actual costs of the period. A final rate is not subject to adjustment.
2. Provisional rate or billing rate means a temporary indirect cost rate applicable to a specified period which is used for funding, interim reimbursement, and reporting indirect costs on Federal awards pending the establishment of a final rate for the period.
3. Predetermined rate means an indirect cost rate, applicable to a specified current or future period, usually the organization's fiscal year. The rate is based on an estimate of the costs to be incurred during the period. A predetermined rate is not subject to adjustment.
4. Fixed rate means an indirect cost rate which has the same characteristics as a predetermined rate, except that the difference between the estimated costs and the actual costs of the period covered by the rate is carried forward as an adjustment to the rate computation of a subsequent period.

The Special Remarks section of this agreement may include a carry forward amount(s) for the applicable fiscal year(s).

E. **SPECIAL REMARKS**:

1. Provisional/Final Rate approval and impact to closeout adjustments:

When seeking initial reimbursement of indirect costs using the provisional/final rate methodology, a provisional proposal must be submitted within 90 days of receiving a Federal award (financial assistance, grants, cooperative agreements, and cost reimbursable contracts) that requires accounting for actual costs incurred. The non-Federal entity or contractor must submit an indirect

cost rate proposal within six (6) months after the end of their fiscal year to establish a final rate.

Once a final rate is negotiated, billings and charges to Federal awards must be adjusted if the final rate varies from the provisional rate. If the final rate is greater than the provisional rate and there are no funds available to cover the additional indirect costs, the non-Federal entity or contractor may not recover all indirect costs. Conversely, if the final rate is less than the provisional rate, the non-Federal entity or contractor will be required to reimburse the funding agency for the excess billings.

Non-Federal entities or contractors receiving a Federal cost reimbursable contract(s) - Must adhere with FAR 52.216-7(d)(2)(v), to settle final indirect cost rates typically on an annual basis:

“The contractor shall update the billings on all contracts to reflect the final settled rates and update the schedule of cumulative direct and indirect costs claimed and billed, as required in paragraph (d)(2)(iii)(I) of this sections, within 60 days after settlement of final indirect cost rates.”

In addition, the contractor shall provide to the Contracting Officer the noted cumulative costs schedule within 60 days of the execution of this agreement.

If the non-Federal entity or contractor has completed performance under any of the contracts covered by this Agreement, a final invoice or voucher must be submitted no later than 120 days from the date on which this Agreement is executed, following guidance from FAR 52.216-7(d)(5) and FAR 52.216-7(h).

Non-Federal entities receiving Federal awards (financial assistance, grants, and cooperative agreements) – Note that even if Federal awards are administratively closed prior to the settlement of final indirect cost rates, non-Federal entities still must comply with the following 2 CFR Part 200 clauses stating, in part:

§200.344 Post-closeout adjustments and continuing responsibilities

(a) The closeout of a Federal award does not affect any of the following:

- (1) The right of the Federal awarding agency or pass-through entity to disallow costs and recover funds on the basis of a later audit or other review. The Federal awarding agency or pass-through entity must make any cost disallowance determination and notify the non-Federal entity within the record retention period.
- (2) The obligation of the non-Federal entity to return any funds due as a result of later refunds, corrections, or other transactions including final indirect cost rate adjustments.

§200.345 Collection of amounts due

(a) Any funds paid to the non-Federal entity in excess of the amount to which the non-Federal entity is finally determined to be entitled under the terms of the Federal award constitute a debt to the Federal Government.

- (b) Except where otherwise provided by statutes or regulations, the Federal awarding agency will charge interest on an overdue debt in accordance with the Federal Claims Collection Standards (31 CFR parts 900 through 999). The date from which interest is computed is not extended by litigation or the filing of any form of appeal.
2. Fringe benefits include the following: Retirement, Social Security, Group Health Insurance, Life Insurance, Senior Management Disability Insurance, and Pre-Tax Benefits.
 3. Equipment is defined as tangible personal property (including information technology systems) having a useful life of more than one year and a per-unit acquisition. The capitalization threshold for equipment is \$5,000.
 4. The indirect salaries approved as part of the Rate/CAP in Section I comply with the applicable ETA TEGL 5-06 and/or Job Corps salary and bonus restrictions.

ACCEPTANCE

BY THE NON-FEDERAL ENTITY:

Florida Department of Economic Opportunity
 Caldwell Building 107 E. Madison Street
 Tallahassee, FL 32399

(Non-Federal Entity)

Caroline Womack
 (Signature)

~~Will Currie~~ Caroline Womack
 (Name)

Interim
 Chief Financial Officer
 (Title)

11/3/21
 (Date)

**BY THE COGNIZANT AGENCY FOR
 INDIRECT COSTS, ON BEHALF OF THE
 U.S. FEDERAL GOVERNMENT:**

U.S. Department of Labor
 Cost & Price Determination Division
 200 Constitution Ave., N.W., S-1510
 Washington, DC 20210

(U.S. Federal Government Agency)

Damon Tomchick
Digitally signed by Damon Tomchick
 Date: 2021.11.03 03:30:00 -04'00'

(Signature)

for
Victor M. López
 (Name)

Chief, Cost & Price Determination Division
 (Title)

11/3/2021
 (Date)

Negotiated By: Damon Tomchick
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