



Award# 23A60UR000036-01-00

FAIN# 23A60UR000036

Federal Award Date: 06/28/2023

Recipient Information

1. Recipient Name

Economic Opportunity, Florida Department of
107 E Madison St Msc 120
Tallahassee, FL 32399-0001
850-245-7126

2. Congressional District of Recipient
00

3. Payment System Identifier (ID)
1364706134A2

4. Employer Identification Number (EIN)
364706134

5. Data Universal Numbering System (DUNS)
968930664

6. Recipient's Unique Entity Identifier (UEI)
WVR6ECT1G9F8

7. Project Director or Principal Investigator

Ms. Keantha Moore
Interim Chief of One Stop and Program Support
keantha.moore@deo.myflorida.com
8502457413

8. Authorized Official

CAROLINE WOMACK
CAROLINE.WOMACK@DEO.MYFLORIDA.CO
M
850-245-7126

Federal Agency Information

ETA Office of Grants Management

9. Awarding Agency Contact Information

Mrs. Joyce Addy
Grants Management Specialist
Addy.Joyce.M@dol.gov
202-693-3337

10. Program Official Contact Information

Reginald J Cook
cook.reginald.j@dol.gov

Federal Award Information

11. Award Number

23A60UR000036-01-00

12. Unique Federal Award Identification Number (FAIN)

23A60UR000036

13. Statutory Authority

Social Security Act, as Amended

14. Federal Award Project Title

FY 2023 Reemployment Services and Eligibility Assessment (RESEA) Grant

15. Assistance Listing Number

17.225

16. Assistance Listing Program Title

Unemployment Insurance

17. Award Action Type

New

18. Is the Award R&D?

No

Summary Federal Award Financial Information

19. Budget Period Start Date	01/01/2023	- End Date	09/30/2024
20. Total Amount of Federal Funds Obligated by this Action			\$8,590,888.00
20a. Direct Cost Amount			\$8,505,274.00
20b. Indirect Cost Amount			\$85,614.00
21. Authorized Carryover			\$0.00
22. Offset			\$0.00
23. Total Amount of Federal Funds Obligated this budget period			\$0.00
24. Total Approved Cost Sharing or Matching, where applicable			\$0.00
25. Total Federal and Non-Federal Approved this Budget Period			\$8,590,888.00
26. Period of Performance Start Date	01/01/2023	- End Date	09/30/2024
27. Total Amount of the Federal Award including Approved Cost Sharing or Matching this Period of Performance			\$8,590,888.00

28. Authorized Treatment of Program Income

ADDITIONAL COSTS

29. Grants Management Officer - Signature

Ms. Serena Boyd
Grants Management Officer

30. Remarks

To provide the FY 2023 Reemployment Services and Eligibility Assessment (RESEA) grant funds in accordance with UIPL 02-23 and TEGL 23-22.



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Federal Award Date: 06/28/2023

Recipient Information	
Recipient Name	
Economic Opportunity, Florida Department of 107 E Madison St Msc 120 Tallahassee, FL 32399-0001 850-245-7126	
Congressional District of Recipient	
00	
Payment Account Number and Type	
1364706134A2	
Employer Identification Number (EIN) Data	
364706134	
Universal Numbering System (DUNS)	
968930664	
Recipient's Unique Entity Identifier (UEI)	
WVR6ECTIG9F8	
31. Assistance Type	
Discretionary Grant	
32. Type of Award	
Other	

33. Approved Budget (Excludes Direct Assistance)	
I. Financial Assistance from the Federal Awarding Agency Only	
II. Total project costs including grant funds and all other financial participation	
a. Salaries and Wages	\$239,700.00
b. Fringe Benefits	\$91,088.00
c. Total Personnel Costs	\$330,788.00
d. Equipment	\$0.00
e. Supplies	\$2,100.00
f. Travel	\$2,000.00
g. Construction	\$0.00
h. Other	\$28,415.00
i. Contractual	\$8,141,971.00
j. TOTAL DIRECT COSTS	\$8,505,274.00
k. INDIRECT COSTS	\$85,614.00
l. TOTAL APPROVED BUDGET	\$8,590,888.00
m. Federal Share	\$8,590,888.00
n. Non-Federal Share	\$0.00

34. Accounting Classification Codes

FY-ACCOUNT NO.	DOCUMENT NO.	ADMINISTRATIVE CODE	OBJECT CLASS	CFDA NO.	AMT ACTION FINANCIAL ASSISTANCE	APPROPRIATION
0501792324BD202301790001235UI021A0000AOWS00AOWS00	UR000036SU0	ETA	410010	17.225	\$8,590,888.00	01792324BD

AWARD ATTACHMENTS

Economic Opportunity, Florida Department of

23A60UR000036-01-00

1. Terms and Conditions

**FY 2023 Unemployment Insurance (UI), Reemployment Services
and Eligibility Assessment (RESEA) Grant**

TERMS AND CONDITIONS
TABLE OF CONTENTS

PART A: GENERAL AWARD, SYSTEM FOR AWARD MANAGEMENT AND UNIFORM GUIDANCE..... 4

 A(1.) COMPLIANCE AND THE ORDER OF PRECEDENCE 4

 A(2.) SF-424, APPLICATION FOR FEDERAL ASSISTANCE, AND SF-424B, ASSURANCES AND CERTIFICATIONS..... 4

 A(3.) APPROVED FY 2023 RESEA STATE PLAN 5

 A(4.) FEDERAL PROJECT OFFICER OR POINT OF CONTACT (POC)..... 5

 A(5.) SYSTEM FOR AWARD MANAGEMENT 5

 A(6.) UNIQUE ENTITY IDENTIFIER REQUIREMENTS 6

 A(7.) UNIFORM GUIDANCE REVISIONS..... 6

 A(8.) SUBAWARDS 7

 A(9.) VENDOR/CONTRACTOR DEFINED..... 7

 A(10.) TECHNICAL ASSISTANCE, RESOURCES, AND INFORMATION..... 7

 A(11.) MONITORING, TECHNICAL ASSISTANCE, AND ADDITIONAL SPECIFIC CONDITIONS OF AWARD 8

 A(12.) EVALUATION, DATA, AND IMPLEMENTATION..... 8

 A(13.) PROGRAM REQUIREMENTS 8

PART B: INDIRECT COSTS, BUDGET AND COST SHARE (MATCH)..... 9

 B(1.) INDIRECT COST RATE AND COST ALLOCATION PLAN..... 9

 B(2.) INDIRECT COST RATE – FINANCIAL REPORTING FOR NICRA AND DE MINIMIS 11

 B(3.) BUDGET - APPROVED 11

 B(4.) BUDGET FLEXIBILITY 11

 B(5.) NON-FEDERAL COST SHARING OR MATCHING..... 12

PART C: FUNDS MANAGEMENT..... 12

 C(1.) FUNDS – PAYMENT MANAGEMENT SYSTEM (PMS) 12

 C(2.) FUNDS - RETURN & REFUNDS 12

PART D: COSTS - LIMITATIONS, ITEMS, AND RESTRICTIONS..... 13

D(1.) CONSULTANTS	13
D(2.) EQUIPMENT	13
D(3.) PRE-AWARD COSTS.....	13
D(4.) PROGRAM INCOME.....	13
D(5.) SUPPORTIVE SERVICES & PARTICIPANT SUPPORT COSTS	13
D(6.) TRAVEL	13
D(7.) TRAVEL – FOREIGN	14
D(8.) TRAVEL – MILEAGE REIMBURSEMENT RATES	14
D(9.) CONFERENCES AND CONFERENCE SPACE	14
D(10.) HOTEL-MOTEL FIRE SAFETY	14
PART E: REPORTING, AUDIT, AND CLOSEOUT	14
E(1.) REPORTS – FINANCIAL REPORTS.....	14
E(2.) FEDERAL FUNDING ACCOUNTABILITY AND TRANSPARENCY ACT (FFATA OR TRANSPARENCY ACT).....	15
E(3.) INTEGRITY AND PERFORMANCE MATTERS – FAPIIS.....	17
E(4.) AUDITS	19
E(5.) AUDIT SUBMISSION DEADLINE EXTENSION RELATED TO MAJOR DISASTER AREAS	19
E(6.) CLOSEOUT/FINAL YEAR REQUIREMENTS.....	19
PART F: NATIONAL POLICY AND RESTRICTIONS.....	20
F(1.) ARCHITECTURAL BARRIERS	20
F(2.) DOMESTIC PREFERENCES FOR PROCUREMENTS.....	20
F(3.) DRUG-FREE WORKPLACE	20
F(4.) FLOOD INSURANCE	20
F(5.) INTELLECTUAL PROPERTY RIGHTS.....	21
F(6.) PROMOTING EQUITABLE DELIVERY OF GOVERNMENT BENEFITS AND EQUAL OPPORTUNITY	22
F(7.) PERSONALLY IDENTIFIABLE INFORMATION	22
F(9.) TELECOMMUNICATIONS PROHIBITION	23
F(10.) VETERANS’ PRIORITY PROVISIONS	24
F(11.) WASTE, FRAUD AND ABUSE	24
F(12.) WHISTLEBLOWER PROTECTION	24
F(13.) EXECUTIVE ORDER 12928 – HISTORICALLY BLACK COLLEGES AND UNIVERSITIES AND OTHER MINORITY INSTITUTIONS SUCH AS HISPANIC-SERVING INSTITUTIONS AND TRIBAL COLLEGES AND UNIVERSITIES.....	25
F(14.) EXECUTIVE ORDER 13043 - INCREASING SEAT BELT USE.....	25

F(15.) EXECUTIVE ORDER 13166 - IMPROVING ACCESS TO SERVICES FOR PERSONS WITH LIMITED ENGLISH PROFICIENCY	25
F(16.) EXECUTIVE ORDER 13513 - FEDERAL LEADERSHIP ON REDUCING TEXT MESSAGING WHILE DRIVING	25
F(17.) PUBLIC LAW: THE BUILD AMERICAN, BUY AMERICA ACT (BABAA).....	26
F(18.) SALARY AND BONUS LIMITATIONS.....	26
PART G: NATIONAL PROHIBITIONS AND OTHER RESTRICTIONS.....	26
G(1.) CONTRACTING WITH CORPORATIONS WITH FELONY CRIMINAL CONVICTIONS PROHIBITED.....	26
G(2.) CONTRACTING WITH CORPORATIONS WITH UNPAID TAX LIABILITIES PROHIBITED.....	26
G(3.) TRAFFICKING IN PERSONS PROHIBITED	27
G(4.) HEALTH BENEFITS COVERAGE FOR CONTRACEPTIVES	29
G(5.) HEALTH BENEFITS COVERAGE FOR ABORTIONS RESTRICTED	29
G(6.) FAIR LABOR STANDARDS ACT AMENDMENT FOR MAJOR DISASTERS	29
G(7.) BLOCKING PORNOGRAPHY REQUIRED	31
G(8.) PRIVACY ACT	31
G(9.) PROCURING GOODS OBTAINED THROUGH CHILD LABOR PROHIBITED	31
G(10.) PROMOTION OF DRUG LEGALIZATION RESTRICTED	31
G(11.) PUBLIC COMMUNICATIONS – CERTAIN INFORMATION REQUIREMENT	31
G(12.) PURCHASE OF STERILE NEEDLES OR SYRINGES RESTRICTED	32
G(13.) RESTRICTIONS AGAINST THE CREATION OR RESEARCH OF EMBRYOS.....	32
PART H: ATTACHMENTS.....	32
H(1.) ATTACHMENT A: SF-424 56B.....	32
H(2.) ATTACHMENT B: SF-424A	32
H(3.) ATTACHMENT C: RESEA STATE PLAN.....	32
H(4.) ATTACHMENT D: INDIRECT COST RATE AND COST ALLOCATION PLAN.....	32

Part A: General Award, System for Award Management and Uniform Guidance

A(1.) Compliance and the Order of Precedence

The recipient of this Federal award must assure to fully comply with the rules and requirements specified in the award document. Program requirements may be located in the Funding Opportunity Announcement (FOA), statutes, Executive Orders, government-wide regulations, agency regulations, agency policy guidance such as Training Employment Guidance Letter (TEGL), and the terms outlined in the award document. The list below identifies the hierarchy of authority.

The following order of precedence applies to your activities under this Federal award. In the event of any inconsistency between the terms and conditions of this Notice of Award (NOA) and other requirements, consult the below order:

1. Title III of the Social Security Act.
2. Other applicable Federal statutes.
3. Consolidated Appropriations Act, 2023 (Public Law 117-328) dated December 29, 2022.
4. Implementing Regulations.
5. Executive Orders and Presidential Memoranda.
6. The Office of Management and Budget (OMB) Guidance, including the Uniform Guidance at 2 CFR (Code of Federal Regulations) parts 200 and 2900.
7. The U.S. Department of Labor (DOL) or Employment and Training Administration (ETA) directives.
8. Terms and conditions of this award.

By drawing down funds, your organization as the award recipient agrees to the provisions of 2 CFR 200.521, 2 CFR 2900.20, and 2 CFR 2900.21 and is subject to having its award removed as a result of an ALJ decision. As part of this process, the Grant Officer will provide instructions on transition and closeout to both the newly selected grant recipient and to the grant recipient whose positions is affected, or which is being removed.

A(2.) SF-424, Application for Federal Assistance, and SF-424B, Assurances and Certifications

The signed SF-424, Application for Federal Assistance, has been included as an attachment to this award. The individual that signed the SF-424 on behalf of the applicant is considered the Authorized Representative of the applicant. As stated in block 21 of the SF-424 form, the signature of the Authorized Representative on the SF-424 certifies that the award recipient is in compliance with the Assurances and Certifications form SF- 424B available at [Grants.gov](https://www.grants.gov). The award recipient does not need to submit the SF-424B form separately.

A(3.) Approved FY 2023 RESEA State Plan

This project's narrative is the approved Statement of Work (SOW). It has been included as Attachment C. If there is any inconsistency between the project narrative and the program statute, appropriation, regulations, Executive Orders, Uniform Guidance, and DOL or ETA directives, the order of precedence (as described in Section 1. above) will prevail.

A(4.) Federal Project Officer or Point of Contact (POC)

The DOL/ETA Federal Project Officer (FPO) or Point of Contact for this award is:

Name: Reginald Cook
Telephone: (404) 893-4628
E-mail: cook.reginald.j@dol.gov

The individual named above 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 amendment process.

A(5.) System for Award Management

System for Award Management (SAM) is the official Federal system that collects, validates, stores, and disseminates business information about the Federal government's trading partners in support of contract awards, grants, and electronic payment processes.

A SAM registration is required for an entity to be able to apply for Federal awards, to request amendments to existing awards, and to enable them to closeout expiring awards. See [Training and Employment Notice \(TEN\) 18-17](#) for additional guidance.

Unless the award recipient is exempt from this requirement under 2 CFR 25.110, the grant award or cooperative agreement recipient must maintain current information in the SAM. This includes information on the recipient's immediate and highest-level owner and subsidiaries, as well as on all of the recipient's predecessors that have been awarded a Federal contract or Federal financial assistance within the last three years, if applicable, until the award recipient submits the final financial report required under this Federal award or receive the final payment, whichever is later.

DOL advises award recipients and other awardees of Federal awards such as cooperative agreements registered in SAM to review their registration information, particularly their financial information and points of contact. Assistance is available by contacting the Federal Service Desk at [FSD.gov](https://www.fsd.gov). Grant award or cooperative agreement recipients should contact ETA at ETAAccountingGrants@dol.gov if they find that payments have been paid to a bank account other than their registered bank

account.

DOL routinely checks the validity of a grant award or cooperative agreement recipient's SAM registration and verifies that the recipient is not included on the excluded parties list before making an award or approving a modification to an existing award. Failure to have an active SAM registration can delay award recipients from receiving their initial award or requested modifications to their existing awards.

DOL further encourages award recipients to review the expiration date of their SAM registration and begin the renewal process well in advance, to ensure that their registration remains valid. If the award recipient has not logged in and updated its entity registration record within at least the past 365 days, its record will expire and go into inactive status. Timely renewal will ensure that the award recipient can continue to request and receive modifications to their existing grants, as well as apply for new funding opportunities.

Further, the EIN number must remain active until the award closeout process is fully completed.

A(6.) Unique Entity Identifier Requirements

Effective on April 4, 2022, the DUNS Number was replaced by a new, non-proprietary identifier requested in and assigned by [SAM.gov](https://sam.gov). This new identifier is called the Unique Entity Identifier (UEI), or the Entity ID. To learn more about how to access your UEI, please visit the U.S. General Service Administration (GSA), [Unique Entity Identifier Update webpage](#).

If the grant award or cooperative agreement recipient is authorized to make subawards (see definition below in Section A (10.)) under this award, then the recipient:

1. Must notify potential subrecipients that no entity may receive a subaward from the award recipient until the entity has provided its UEI to the recipient.
2. May not make a subaward to an entity unless the entity has provided its UEI to the grant award or cooperative agreement recipient. Subrecipients are not required to obtain an active SAM registration but must obtain a UEI.

A(7.) Uniform Guidance Revisions

The Office of Management and Budget issued revisions to 2 CFR parts 25, 170, 183, and 200 (the Uniform Guidance) on August 13, 2020, and February 22, 2021 (technical correction). These revisions became effective November 12, 2020, except for the amendments to 2 CFR 200.216 and 200.340, which were immediately effective on August 13, 2020. The award recipient must operate in compliance with these revised regulations. Please note that the section numbering in the Uniform Guidance has changed in some instances, and this terms and conditions document has been updated accordingly.

A(8.) Subawards

A *subaward* means an award provided by a *Pass-Through Entity* (PTE) to a subrecipient for the subrecipient to carry out part of a Federal award received by the PTE. It does not include payments to a contractor or payments to an individual that is a beneficiary of a Federal program. A subaward may be provided through any form of legal agreement, including an agreement that the PTE considers a contract.

The provisions of the Terms and Conditions of this award will be applied to any subrecipient under this award. The recipient is responsible for monitoring the subrecipient, ensuring that the Terms and Conditions are in all subaward packages and that the subrecipient complies with all applicable regulations and the Terms and Conditions of this award (2 CFR 200.101(b)).

A(9.) Vendor/Contractor Defined

The term “contractor,” sometimes referred to as a vendor, is a dealer, distributor, merchant or other seller providing goods or services that are required to implement a Federal program (see 2 CFR 200.1). These goods or services may be for an organization's own use or for the use of the beneficiaries of the Federal program. Additional guidance on distinguishing between a subrecipient and a contractor (vendor) is provided in 2 CFR 200.331. When procuring contractors for goods and services, DOL/ETA recipients and subrecipients must follow the procurement requirements found at 2 CFR 200.320 (except states, pursuant to 2 CFR 200.317), which calls for free and open competition.

A(10.) Technical Assistance, Resources, and Information

Additional resources, training, and information to assist the award recipient are located on the ETA website, [Resources webpage](#) and on the Grants Application and Management collection page on [WorkforceGPS.org](#). [SMART training](#) is a technical assistance initiative sponsored by DOL/ETA to assist its award recipients and subrecipients in improving its program/project operations through effective grants management. Please take some time to review the training modules which are focused on:

Strategies for sound grant management that include:

Monitoring,
Accountability,
Risk mitigation
and
Transparency.

These four themes are woven throughout the OMB Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards, also known as the Uniform Guidance (2 CFR Part 200 and 2 CFR Part 2900). The 508-

compliant PowerPoints of the modules may be found on WorkforceGPS.org at the [Resource](#) page.

A(11.) Monitoring, Technical Assistance, and Additional Specific Conditions of Award

All award recipients, including states and territories managing the Unemployment Insurance programs, are subject to 2 CFR 200.208, *Specific conditions*, which indicates that the Federal awarding agency may adjust specific award conditions as needed. A specific condition is based on an analysis of the following factors:

1. Based on the criteria in §200.206, *Federal awarding agency review of risk posed by applicants*;
2. The applicant or recipient's history of compliance with the general or specific terms and conditions of a Federal award;
3. The applicant or recipient's ability to meet expected performance goals as described in 2 CFR 200.211; or
4. A responsibility determination of an applicant or recipient.

Additional Federal award conditions may include items such as the following:

1. Requiring payments as reimbursements rather than advance payments;
2. Withholding authority to proceed to the next phase until receipt of evidence of acceptable performance within a given performance period;
3. Requiring additional, more detailed financial reports;
4. Requiring additional project monitoring;
5. Requiring the non-Federal entity to obtain technical or management assistance; or
6. Establishing additional prior approvals.

Award recipients may be required to obtain technical or management assistance through an established provider/contractor that has been selected or hired by DOL/ETA that may include in-person or remote assistance.

A(12.) Evaluation, Data, and Implementation

Award recipients must cooperate during the implementation of a third-party evaluation. This means providing DOL/ETA or its authorized contractor with the appropriate data and access to program operating personnel and participants in a timely manner.

A(13.) Program Requirements

Training and Employment Notice (TEN) No. 23-22 contains the program requirements for this award.

Part B: Indirect Costs, Budget and Cost Share (Match)

B(1.) Indirect Cost Rate and Cost Allocation Plan

An award recipient that is claiming indirect costs to a Federal award must have a Negotiated Indirect Cost Rate Agreement (NICRA), Cost Allocation Plan (CAP), or elect to utilize the de minimis rate of 10% of modified total direct costs (MTDC). Indirect (facilities & administrative (F&A)) costs are costs incurred for a common or joint purpose that benefit more than one cost objective and are not readily assignable to one cost objective without specifically benefitting effort disproportionate to the results achieved. Direct costs, by contrast, can be identified specifically with a particular cost objective, such as a Federal award, or other internally or externally funded activity that can be directly assigned to such activities relatively easily with a high degree of accuracy. Identification with the Federal award rather than the nature of the goods and services involved is the determining factor in distinguishing direct from indirect (F&A) costs. If the DOL serves as the Federal Cognizant Agency (FCA) for the award recipient, then the award recipient must work with DOL's Cost & Price Determination Division (CPDD), which has delegated authority to negotiate and issue a NICRA or CAP on behalf of the Federal Government. More information about the DOL's CPDD is available at DOL's Cost & Price Determination Division (CPDD) their [website](#) and provides guidelines to help develop indirect cost rates, links to the applicable cost principles, and contact information. The CPDD 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.

If a new NICRA is issued during the award's period of performance, it must be provided to DOL within 30 days of issuance. Funds may be re-budgeted as necessary between direct cost categories as long as they are consistent with the Budget Flexibility term within this agreement, grant requirements, and DOL regulations on prior approval. However, the total amount of the award will not be increased.

____ (1) The award recipient has a federally approved NICRA or CAP covering the entirety or a portion of the grant period of performance is included as Attachment E. If the NICRA or CAP covers only a portion of the period of performance, a new approved NICRA or CAP will need to be provided for the remaining portion of the period of performance. Once approved, the NICRA or CAP must be submitted to your Federal Project Officer.

____ (2) The award recipient has elected to use the De Minimis Rate of 10% of Modified Total Direct Costs (MTDC). To avoid a serious inequity in the distribution of indirect cost, DOL defines MTDC as all direct salaries and wages, applicable fringe benefits, materials and supplies, services, and travel up to the first \$25,000 of each subaward or subcontract (regardless of the period of performance of the subawards and subcontracts under the award). MTDC excludes equipment, capital expenditures, charges for patient care, rental costs, tuition remission, scholarships and fellowships, participant support costs and the portion of each subaward or subcontract in excess of \$25,000.

See 2 CFR 200.414(f) for more information on use of the de minimis rate. Please be

aware that incurred indirect-type costs (such as but not limited to 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 recovered as part of charging the de minimis rate.

To use de minimis, the award recipient must not have a current negotiated (including provisional) rate.

A governmental department or agency unit that receives more than \$35 million in direct Federal funding must submit its indirect cost rate proposal to its cognizant agency for indirect costs and cannot utilize the de minimis rate in accordance with 2 CFR 200.414(f).

De minimis may be used indefinitely. If the award recipient elects to utilize the de minimis rate, this methodology must be used consistently for all Federal awards until such time as the award recipient chooses to negotiate for an indirect cost rate, which the award recipient may apply to do at any time.

 X (3) The award recipient has claimed indirect costs on the SF-424A; however, an approved NICRA or CAP approved by the FCA was not provided and the award recipient did not elect to utilize the de minimis rate of 10% of MTDC. An approved NICRA or CAP must be submitted to the Grant Officer, or the award recipient must elect to utilize the de minimis rate of 10% of MTDC in order to charge indirect costs to the Federal award.

URGENT NOTICE: Estimated indirect costs have been specified on the SF-424A Budget Information form, however only the de minimis rate of 10% of MTDC will be released to support the indirect costs in the absence of a NICRA or CAP approved by the FCA.

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. As the grant award or cooperative agreement recipient, the recipient must submit an indirect cost rate proposal or CAP to their FCA. Alternatively, the award recipient may request the de minimis rate if eligible in accordance with 2 CFR 200.414(f).

As the award recipient, the recipient must submit an indirect cost rate proposal or CAP. If the FCA for indirect costs is DOL, these documents should be submitted to the DOL's Cost & Price Determination Division (CPDD). Otherwise, they should be submitted to the award recipient's FCA. Alternatively, the award recipient may request the de minimis rate if eligible (see section b. above). In addition, the recipient must notify the FPO that the documents have been submitted to the appropriate FCA.

If the award recipient does not submit a NICRA proposal within 90 days of award, they will be limited to the de minimis rate of 10% of Modified Total Direct Costs (MTDC).

 (4) The award recipient elected to exclude indirect costs from the proposed budget. F&A costs should only be classified as direct costs if they meet the conditions specified in 2 CFR 200.413(c). If indirect costs are misclassified as direct costs, per the guidelines at 2 CFR 200.412 - 414, such costs may become disallowed through an audit or compliance review conducted by a Federal staff person. Please be aware that incurred indirect costs (such as but not limited to 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 cost principles contained in the Uniform Guidance will be charged.

B(2.) Indirect Cost Rate – Financial Reporting for NICRA and De Minimis

All award recipients with an approved NICRA or de minimis rate must report indirect costs on their **FINAL** ETA-9130 Financial Report. If an award recipient has a NICRA and a CAP, only the indirect costs tied to the NICRA are reported on the FINAL ETA-9130 Financial Report. The grant recipient may refer to the [ETA-9130 Report](#) for additional guidance.

B(3.) Budget - Approved

The award recipient's budget documents are attached in this NOA. The documents are: 1) the SF-424, included as Attachment A; 2) the SF-424A, included as Attachment B; and 3) the Budget Narrative, included as Attachment C. The award recipient must confirm that all costs are allowable, reasonable, necessary, and allocable before charging any expense. Pursuant to 2 CFR 2900.1, the approval of the budget as awarded does not constitute prior approval of those items specified in 2 CFR part 200 and 2 CFR part 2900 or as a part of the grant award as requiring prior approval. The Grant Officer is the only official with the authority to provide such approval.

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

If the period of performance will include multiple budget periods, subsequent budget periods are subject to the availability of funds, program authority, satisfactory performance, and compliance terms and conditions of the Federal award.

Unless otherwise authorized in a grant award or cooperative agreement or subsequent modification, recipients must expend funds with the shortest period of availability first (20 CFR 683.110).

B(4.) Budget Flexibility

Award recipients are not permitted to make transfers that would cause any funds to be used for purposes other than those consistent with this Federal program. Any budget changes that impact the SOW and agreed upon outcomes or deliverables require a request for modification and approval from the Grant Officer.

Any request for a budget modification or non-competing extension of the final budget should be submitted to the Grant Officer, in writing, at least 30 days before the Period of Performance is scheduled to expire. Such requests usually are for a period of up to 12 months.

As directed in 2 CFR 200.308(f), for programs where the Federal share is over the

Simplified Acquisition Threshold (SAT) (currently \$250,000), the transfer of funds among direct cost categories or programs, functions, and activities is restricted such that if the cumulative amount of such transfers exceeds or is expected to exceed 10% of the total budget as last approved by the Federal awarding agency, the award recipient must receive prior approval from the Grant Officer. Any changes within a specific cost category on the SF-424A do not require a grant modification unless the change results in a cumulative transfer among direct cost categories exceeding 10% of total budget. It is recommended that the assigned Federal Project Officer or point of contact review any within-line changes to the award recipient's budget prior to implementation to ensure they do not require a modification.

For programs where the Federal share of the project is below the SAT of \$250,000, recipients are not required to obtain the Grant Officer's approval when transferring funds among direct cost categories.

B(5.) Non-Federal Cost Sharing or Matching

This award does not include a cost sharing or matching requirement.

Part C: Funds Management

C(1.) Funds – Payment Management System (PMS)

Upon receipt of a NOA, in order to draw funds from the U.S. Department of Health and Human Services (HHS) [Payment Management System \(PMS\)](#), an active account must be established. To establish an account, award recipients must complete an SF-1199A and PMS Access form (shown as the PMS New User Access Request on the [PMS website](#)) (User Access). DOL is responsible for completing portions of the SF-1199A and submitting the completed SF-1199A to the Division of Payment Management, which operates PMS. Federal award recipients do not need to complete these forms if they already have an account with PMS.

C(2.) Funds - Return & Refunds

DOL does not accept paper checks for any type of returned funds. For active grants, all return of funds are to be submitted electronically through the PMS operated by the HHS via the same method as a drawdown. For grants that have been cancelled or are expired (typically older than five years), incoming payments, including returns and recoveries to DOL, must be made via the [Pay.gov](#) website.

If there are questions regarding the return of funds, or your organization no longer has access to PMS, contact the DOL/ETA, Office of Financial Administration via email at: ETA-ARteam@dol.gov for further assistance.

Part D: Costs - Limitations, Items, and Restrictions

D(1.) Consultants

For the purposes of this grant award, the Grant Officer has determined that fees paid to a consultant who provides services under a program shall be limited to \$815.00 a day (representing an eight-hour workday). Such costs must be reasonable, allocable, and allowable to the program. Any fees paid in excess of this amount cannot be paid without prior approval from the Grant Officer.

D(2.) Equipment

The requirement that grant recipients obtain prior approval from the Grant Officer for all purchases of equipment (as described in 2 CFR 200.439) is waived in accordance with 2 CFR 200.308(c)(4) and 20 CFR 683.200, and approval authority is delegated to the Governor. Notwithstanding this waiver, the Grant Officer reserves the right to reimpose the requirement of prior approval, after providing advance notice to the grant recipient.

D(3.) Pre-Award Costs

All costs incurred by the award recipient prior to the start date specified in the grant award issued by the Department are *incurred at the recipient's own expense*.

D(4.) Program Income

The Addition method as described in 2 CFR 200.307 must be used in allocating any program income generated for this awards award. The award recipient must expend all program income prior to drawing down any additional funds as required at 2 CFR 200.305(b)(5) and 2 CFR 200.307(e). The DOL will require any program income remaining at the end of period of performance to be returned to DOL. In addition, award recipient(s) must report program income on the quarterly financial report using the applicable ETA-9130 or SF-425 reports.

D(5.) Supportive Services & Participant Support Costs

When supportive services are expressly authorized by a program statute, regulation, or FOA, this award waives the prior approval requirement for participant support costs as described in 2 CFR 200.456. Costs must still meet the basic considerations at 2 CFR 200.402 – 200.411. Questions regarding supportive services and participant support costs should be directed to the FPO who is assigned to the award.

D(6.) Travel

This award waives the prior approval requirement for domestic travel as contained in 2 CFR 200.475. For domestic travel to be an allowable cost, it must be necessary, allowable, reasonable, allocable and conform to the non- Federal entity's written policies and procedures. All travel must also comply with Fly America Act (49 USC 40118), which states in part that any air transportation, regardless of price, must be performed by, or under a code- sharing arrangement with, a U.S. Flag air carrier if

service provided by such carrier is available.

D(7.) Travel – Foreign

Foreign travel is not allowable except with prior written approval from the Grant Officer through the process described in 2 CFR 200.407 and 2 CFR 2900.16. All travel, both domestic and Grant Officer approved foreign travel, must comply with the Fly America Act (49 USC 40118), which states in part that any air transportation, regardless of price, must be performed by, or under a code-sharing arrangement with, a U.S. Flag air carrier if service provided by such carrier is available.

D(8.) Travel – Mileage Reimbursement Rates

Pursuant to 2 CFR 200.475(a), all award recipients must have policies and procedures in place related to travel costs; however, for reimbursement on a mileage basis, this Federal grant award cannot be charged more than the maximum allowable mileage reimbursement rates for Federal employees. Mileage rates must be checked annually at GSA's [Privately Owned Vehicle \(POV\) Mileage Reimbursement Rates webpage](#) to ensure compliance.

D(9.) Conferences and Conference Space

Conferences sponsored in whole or in part by the award recipient are allowable if the conference is necessary and reasonable for the successful performance of the Federal award. Award recipients are urged to use discretion and good judgment to ensure that all conference costs charged to the grant are appropriate and allowable. For more information on the requirements and the allowability of costs associated with conferences, refer to 2 CFR 200.432. Recipients will be held accountable to the requirements in 2 CFR 200.432. Therefore, costs that do not comply with 2 CFR 200.432 will be questioned and may be disallowed.

D(10.) Hotel-Motel Fire Safety

Pursuant to 15 U.S.C. 2225a, the recipient must ensure that all space for conferences and conventions or training seminars funded in whole or in part with Federal funds complies with the protection and control guidelines of the Hotel and Motel Fire Safety Act (P.L.101-391, as amended). Recipients may search the [Hotel-Motel National Master List](#) to see if a property is in compliance, or to find other information about the Act.

Part E: Reporting, Audit, and Closeout

E(1.) Reports – Financial Reports

All ETA award recipients are required to submit quarterly financial and narrative progress reports for each award.

- 1) **Financial Reports.** All ETA award recipients are required to report financial data on the ETA-9130 Financial Report. ETA-9130 reports

are due no later than 45 calendar days after the end of each specified reporting quarter. Reporting quarter end dates are March 31, June 30, September 30, and December 31. A final financial report must be submitted no later than 120 calendar days after the quarter encompassing the award end date ends, or 120 calendar days after the completion of the quarter in which all funds have been expended, whichever comes first. For additional guidance on ETA's financial reporting, reference [ETA-9130 Financial Reporting Resources](#).

The instructions for accessing both the online financial reporting system and the HHS PMS can be found in the transmittal memo accompanying this NOA.

E(2.) Federal Funding Accountability and Transparency Act (FFATA or Transparency Act)

Applicable to grants and cooperative agreements:

1) Reporting of first-tier subawards.

- a) *Applicability*. Unless the award recipient is exempt as provided in paragraph [4.] of this award term, the award recipient must report each action that equals or exceeds \$30,000 in Federal funds for a subaward to a non-Federal entity or Federal agency (see definitions in paragraph [5.] of this award term).
- b) *Where and when to report*.
 - I. The Federal entity or Federal agency must report each obligating action described in paragraph [1.a.] of this award term to [FSRS.gov](#).
 - II. For subaward information, the recipient must report no later than the end of the month following the month in which the obligation was made. (For example, if the obligation was made on November 7, 2010, the obligation must be reported by no later than December 31, 2010.)
- c) *What to report*. The award recipient must report the information about each obligating action that the submission instructions posted at [FSRS.gov](#) specify.

2) Exemptions.

If, in the previous tax year, the award recipient had gross income, from all sources, under \$300,000, the recipient is exempt from the requirements to report:

- a) Subawards; and
- b) The total compensation of the five most highly compensated executives of any subrecipient.

3) Definitions.

For purposes of this award term:

- a) *Federal Agency* means a Federal agency as defined in 5 U.S.C. 551(1) and further clarified by 5 U.S.C. 552(f).
- b) *Non-Federal Entity* means all of the following, as defined in 2 CFR

part 25:

- I. A Governmental organization, which is a State, local government, or Indian tribe;
 - II. A foreign public entity;
 - III. A domestic or foreign nonprofit organization; and
 - IV. A domestic or foreign for-profit organization.
- c) *Executive* means officers, managing partners, or any other employees in management positions.
- d) *Subaward*:
- I. This term is used as a legal instrument to provide support for the performance of any portion of the substantive project or program for which the grant recipient received this award and that the grant recipient as the recipient award to an eligible subrecipient.
 - II. The term does not include the award recipient's payment to a contractor, as defined in 2 CFR 200.331, for property and services needed to carry out the project or program.
 - III. A subaward may be provided through any legal agreement, including an agreement that the grant recipient or a subrecipient considers a contract.
- e) *Subrecipient* means a non-Federal entity or Federal agency that:
- I. Receives a subaward from the award recipient under this award; and
 - II. Is accountable to the grant recipient for the use of the Federal funds provided by the subaward.
- f) *Total compensation* means the cash and noncash dollar value earned by the executive during the recipient's or subrecipient's preceding fiscal year and includes the following (for more information see 17 CFR 229.402(c)(2)):
- I. *Salary and bonus.*
 - II. *Awards of stock, stock options, and stock appreciation rights.* Use the dollar amount recognized for financial statement reporting purposes with respect to the fiscal year in accordance with the Statement of Financial Accounting Standards No. 123 (Revised 2004) (FAS 123R), Shared Based Payments.
 - III. *Earnings for services under non-equity incentive plans.* This does not include group life, health, hospitalization or medical reimbursement plans that do not discriminate in favor of executives and are available generally to all salaried employees.
 - IV. *Change in pension value.* This is the change in

present value of defined benefit and actuarial pension plans.

- V. *Above-market earnings on deferred compensation which is not tax-qualified.*
- VI. Other compensation, if the aggregate value of all such other compensation (e.g., severance, termination payments, value of life insurance paid on behalf of the employee, perquisites, or property) for the executive exceeds \$10,000.

E(3.) Integrity and Performance Matters – FAPIIS

- 1) If the total value of the currently active grants, cooperative agreements, and procurement contracts from all Federal awarding agencies exceeds \$10,000,000 for any period of time during the period of performance of this Federal award, then the award recipient during that period of time must maintain the currency of information reported to the System for Award Management (SAM) that is made available in the designated integrity and performance system (currently the Federal Awardee Performance and Integrity Information System (FAPIIS)) about civil, criminal, or administrative proceedings described in Paragraph 2 of this award term and condition. This is a statutory requirement under Section 872 of Public Law 110-417, as amended (41 U.S.C. 2313). As required by Section 3010 of Public Law 111-212, all information posted in the designated integrity and performance system on or after April 15, 2011, except past performance reviews required for Federal procurement contracts, will be publicly available.
- 2) Proceedings about which the award recipient must report. Submit the information required about each proceeding that:
 - a) Is in connection with the award or performance of a grant, cooperative agreement, or procurement contract from the Federal Government;
 - b) Reached its final disposition during the most recent 5-year period; and
 - c) Is one of the following:
 - I. A criminal proceeding that resulted in a conviction, as defined in Paragraph 5. of this award term;
 - II. A civil proceeding that resulted in a finding of fault and liability and paying a monetary fine, penalty, reimbursement, restitution, or damages of \$5,000 or more;
 - III. An administrative proceeding, as defined in Paragraph 5. of this award term, that resulted in a finding of fault and liability and grant recipient payment of either monetary fine or penalty of

\$5,000 or more or a reimbursement, restitution, or damages in excess of \$100,000; or

IV. Any other criminal, civil, or administrative proceeding if:

- a. It could have led to an outcome described in Paragraph 2.c.I, II, or III of this award term;
- b. It had a different disposition arrived at by consent or compromise with an acknowledgment of fault on the grant recipient's part; and
- c. The requirement in this award term to disclose information about the proceeding does not conflict with applicable laws and regulations.

3) Reporting procedures. Enter in SAM, Entity Management area (formerly CCR), or any successor system, the FAPIIS information that SAM requires about each proceeding described in Paragraph 2 of this award term. The award recipient does not need to submit the information a second time under assistance awards that were received if the recipient already provided the information through SAM (formerly CCR) because the recipient was required to do so under Federal procurement contracts that the recipient was awarded.

4) Reporting frequency. During any period of time when the award recipient is subject to the requirement in Paragraph 1 of this award term, the award recipient must report FAPIIS information through SAM no less frequently than semiannually following the initial report of any proceedings for the most recent 5-year period, either to report new information about any proceeding(s) that the award recipient has not reported previously or to affirm that there is no new information to report.

5) Definitions. For purposes of this award term:

- a. Administrative proceeding means a non-judicial process that is adjudicatory in nature in order to make a determination of fault or liability (e.g., SEC Administrative proceedings, Civilian Board of Contract Appeals proceedings, and Armed Services Board of Contract Appeals proceedings). This includes proceedings at the Federal and State level. It does not include audits, site visits, corrective plans, or inspection of deliverables.
- b. Conviction, for purposes of this award term, means a judgment or conviction of a criminal offense by any court of competent jurisdiction, whether entered upon a verdict or a plea, and includes a conviction entered upon a plea of nolo contendere.
- c. Total value of currently active grants, cooperative agreements, and procurement contracts includes —

- I. Only the Federal share of the funding under any award with a recipient cost share or match; and
 - II. The value of all options, even if not yet exercised.
- E(4.) Audits

Organization-wide or program-specific audits must be performed in accordance with Subpart F, the Audit Requirements of the Uniform Guidance. DOL award recipients that expend \$750,000 or more in a year from any Federal awards must have an audit conducted for that year in accordance with the requirements contained in 2 CFR 200.501. OMB's approved DOL exception at 2 CFR 2900.2 expands the definition of 'non-Federal entity' to include for-profit entities and foreign entities. As such, for-profit and foreign entities that are recipients/subrecipients of a DOL award must adhere to the Uniform Guidance at 2 CFR 200, including Subpart F. Audits of direct award recipients that are for-profit and foreign entities must be submitted directly to: USDOL ETA-OGM, Attn: Audit Resolution, 200 Constitution Ave NW, Room N-4716, Washington, DC 20210.

The Federal Audit Clearinghouse (FAC) will transition from the U.S. Census Bureau (Census) to the U.S. General Services Administration (GSA) on October 1, 2023. At that time, all submissions will need to be made through the [new FAC](#) hosted by GSA. Any draft not fully submitted to the Census FAC by October 1, 2023 may need to be completely re-started at the new GSA FAC.

E(5.) Audit Submission Deadline Extension Related to Major Disaster Areas

OMB announced on the [FAC website](#) that a six-month single audit submission extension is available to non-federal entity recipients in Puerto Rico, Alaska, Florida, South Carolina, and North Carolina that have due dates between September 18, 2022, and December 31, 2022. Although the extension is due to complications created by various weather-related events, the extension is available to all recipients in each of the states and not just those located in certain areas of the states most significantly impacted. OMB encourages recipients in less affected areas to submit their reports as soon as possible.

E(6.) Closeout/Final Year Requirements

At the end of the grant period, the award recipient will be required to close the grant with the DOL. The grant award and cooperative agreement recipient will be notified approximately 15 days prior to the end of the period of performance that the closeout process will begin when the period of performance ends. See ETA's [Grant Closeout](#) webpage for further information on the closeout process. The recipient's responsibilities at closeout may be found at 2 CFR 200.344. During the closeout process, the award recipient must be able to provide documentation for all direct and

indirect costs that are incurred. For instance, if an organization is claiming indirect costs, the required documentation is a NICRA or CAP issued by the award recipient's FCA. For those approved to utilize a de minimis rate for indirect costs, the grant agreement or cooperative agreement is sufficient documentation. Not having documentation for direct or indirect costs will result in costs being disallowed and subject to debt collection.

The only liquidation that can occur during closeout is the liquidation of accrued expenditures (NOT obligations) for goods and/or services received during the period of performance specified in this award (see 2 CFR 2900.15).

Part F: National Policy and Restrictions

F(1.) Architectural Barriers

The Architectural Barriers Act of 1968, 42 U.S.C. 4151 et seq., as amended, the Federal Property Management Regulations (see 41 CFR 102-76), and the Uniform Federal Accessibility Standards issued by the U.S. General Services Administration (GSA) (see 36 CFR 1191, Appendixes C and D) set forth requirements to make facilities accessible to, and usable by, the physically handicapped and include minimum design standards. All new facilities designed or constructed with grant support must comply with these requirements.

F(2.) Domestic Preferences for Procurements

As appropriate and to the extent consistent with law, the non-Federal entity should, to the greatest extent practicable under a Federal award, provide a preference for the purchase, acquisition, or use of goods, products, or materials produced in the United States (including but not limited to iron, aluminum, steel, cement, and other manufactured products). The requirements of 2 CFR 200.322 must be included in all subawards including all contracts and purchase orders for work or products under this award.

F(3.) Drug-Free Workplace

The Drug-Free Workplace Act of 1988, 41 U.S.C. 702 et seq., and 2 CFR 182 require that all award recipients receiving awards from any Federal agency maintain a drug-free workplace. The award recipient must notify the awarding office if an employee of the recipient is convicted of violating a criminal drug statute. Failure to comply with these requirements may be cause for suspension or debarment.

F(4.) Flood Insurance

The Flood Disaster Protection Act of 1973, as amended, 42 U.S.C. 4001 *et seq.*, provides that no Federal financial assistance to acquire, modernize, or

construct property may be provided in communities in the United States identified as flood-prone, unless the community participates in the National Flood Insurance Program and flood insurance is purchased within 1 year of the identification. The flood insurance purchase requirement applies to both public and private applicants for the DOL support. Lists of flood-prone areas that are eligible for flood insurance are published in the Federal Register by Federal Emergency Management Agency (FEMA).

F(5.) Intellectual Property Rights

The Federal Government reserves a paid-up, nonexclusive and irrevocable license to reproduce, publish or otherwise use, and to authorize others to use for Federal purposes: the copyright in all products developed under the grant, including a subgrant or contract under the grant or subgrant; and any rights of copyright to which the award recipient, subrecipient or a contractor purchases ownership under an award (including but not limited to curricula, training models, technical assistance products, and any related materials). Such uses include, but are not limited to, the right to modify and distribute such products worldwide by any means, electronically or otherwise.

Federal funds may not be used to pay any royalty or license fee for use of a copyrighted work, or the cost of acquiring by purchase a copyright in a work, where the DOL has a license or rights of free use in such work, although they may be used to pay costs for obtaining a copy which is limited to the developer/seller costs of copying and shipping.

If revenues are generated by selling products developed with grant funds, including intellectual property, these revenues are considered as program income. Program income must be used in accordance with the provisions of this grant award and 2 CFR 200.307.

The following language must be on all workforce products developed in whole or in part with grant funds:

“This workforce product was funded by a grant awarded by the U.S. Department of Labor (DOL)’s Employment and Training Administration. The product was created by the recipient and does not necessarily reflect the official position of DOL. DOL makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This product is copyrighted by the institution that created it.”

F(6.) Promoting Equitable Delivery of Government Benefits and Equal Opportunity

The Department of Labor (Labor) seeks to affirmatively advance equity, civil rights and equal opportunity in the policies, programs, and services it provides. Therefore, consistent with Executive Order 13985, *Advancing Racial Equity and Support for Underserved Communities Through the Federal Government*, grant award and cooperative agreement recipients must execute the terms and conditions of their award in a manner that advances equity for all, including people of color and others who have been historically underserved, marginalized, and adversely affected by persistent poverty and inequality. This extends to all award activities including, but not limited to, service delivery, selection of subrecipients and contractors, and procurement of goods and services. Government programs are designed to serve all eligible individuals. As an expectation, Labor’s award recipients should make the goods and services they provide widely available with the goal of effectively serving a diverse population of eligible individuals; fairly, justly, and impartially in administering the grant award. Award recipients are encouraged to engage in contracting and subcontracting for goods and services related to performing the terms and conditions of their grants in such a way to achieve equity.

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.

The term “underserved communities” refers to 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 by the list in the preceding definition of “equity.”

F(7.) Personally Identifiable Information

The award recipient(s) must recognize and safeguard Personally Identifiable Information (PII) except where disclosure is allowed by prior written approval of the Grant Officer or by court order. Award recipients must meet the requirements in [TEGL No. 39-11, Guidance on the Handling and Protection of PII](#).

F(8.) Publicity and Lobbying/Advocacy

Publicity - Pursuant to P.L. 117-328, Division H, Title V, Section 503, the award recipient is not authorized to use any funds provided under this award—other than for normal and recognized executive–legislative relationships—for publicity or

propaganda purposes, for the preparation, distribution or use of any kit, pamphlet, booklet, publication, electronic communication, radio, television, or video presentation, designed to support or defeat legislation pending before the Congress or any state or local legislature or legislative body, except in presentation to the Congress or any state or local legislature itself, or designed to support or defeat any proposed or pending regulation, administrative action, or order issued by the executive branch of any state or local government, except in presentation to the executive branch of any state or local government itself.

Lobbying/Advocacy - Pursuant to P.L. 117-328, Division H, Title V, Section 503, no federal funds may be used to pay the salary or expenses of any grant recipient, or agent acting for such recipient, related to any activity designed to influence the enactment of legislation, appropriations, regulation, administrative action, or executive order proposed or pending before the Congress or any state government, state legislature or local legislature or legislative body, other than for normal and recognized executive-legislative relationships or participation by an agency or officer of a state, local or tribal government in policymaking and administrative processes within the executive branch of that government.

F(9.) Telecommunications Prohibition

Award recipients must adhere to 2 CFR 200.216 - Prohibition on certain telecommunications and video surveillance services or equipment (effective August 13, 2020).

Grant award and cooperative agreement recipients, and subrecipients are prohibited from obligating or expending loan or grant funds to:

Procure or obtain; Extend or renew a contract to procure or obtain; or Enter into a contract (or extend or renew a contract) to procure or obtain equipment, services, or systems that uses covered telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system. As described in Public Law 115-232, section 889, covered telecommunications equipment is telecommunications equipment produced by Huawei Technologies Company or ZTE Corporation (or any subsidiary or affiliate of such entities).

For the purpose of public safety, security of government facilities, physical security surveillance of critical infrastructure, and other national security purposes, video surveillance and telecommunications equipment produced by Hytera Communications Corporation, Hangzhou Hikvision Digital Technology Company, or Dahua Technology Company (or any subsidiary or affiliate of such entities). Including telecommunications or video surveillance services provided by such entities or using such equipment and telecommunications or video surveillance equipment or services produced or provided by an entity that the Secretary of Defense, in consultation with the Director of the National Intelligence or the Director of the Federal Bureau of Investigation, reasonably believes to be an entity owned or controlled by, or otherwise connected to, the government of a covered foreign country.

In implementing the prohibition under Public Law 115-232, section 889, subsection (f), paragraph (1), heads of executive agencies administering loan, grant, or subsidy programs shall prioritize available funding and technical support to assist affected businesses, institutions and organizations as is reasonably necessary for those affected entities to transition from covered communications equipment and services, to procure replacement equipment and services, and to ensure that communications service to users and customers is sustained. See Public Law 115-232 (section 889) and 2 CFR 200.471 for additional information.

F(10.) Veterans' Priority Provisions

The Jobs for Veterans Act (Public Law 107-288) requires award recipients to provide priority service to veterans and spouses of certain veterans for the receipt of employment, training, and placement services in any job training program directly funded, in whole or in part, by the DOL. The regulations implementing this priority of service can be found at 20 CFR Part 1010. In circumstances where an award recipient must choose between two qualified candidates for a service, one of whom is a veteran or eligible spouse, the veterans' priority of service provisions require that the award recipient give the veteran or eligible spouse priority of service by first providing him or her that service. To obtain priority of service, a veteran or spouse must meet the program's eligibility requirements. Award recipients must comply with the DOL guidance on veterans' priority. ETA's [TEGL No. 10-09](#) (issued November 10, 2009) provides guidance on implementing priority of service for veterans and eligible spouses in all qualified job training programs funded in whole or in part by DOL.

F(11.) Waste, Fraud and Abuse

No entity receiving Federal funds may require employees or contractors of such entity seeking to report fraud, waste, or abuse to sign internal confidentiality agreements or statements prohibiting or otherwise restricting such employees or contractors from lawfully reporting such waste, fraud, or abuse to a designated investigative or law enforcement representative of a Federal department or agency authorized to receive such information.

F(12.) Whistleblower Protection

All employees working for contractors, grantees/ grant recipients, subcontractors, subgrantees/ subrecipients, and recipients of cooperative agreements working on this Federal award are subject to the whistleblower rights and remedies established at 41U.S.C. 4712. The award recipient shall inform its employees and applicable contractors and subrecipients, in writing, in the predominant language of the workforce, of employee whistleblower rights and protections under 41 U.S.C. 4712, as described in section 3.908 of the Federal Acquisition Regulation. The award recipient shall insert the substance of this clause in all subawards and contracts over the Simplified Acquisition Threshold.

F(13.) Executive Order 12928 – Historically Black Colleges and Universities and other Minority Institutions such as Hispanic-Serving Institutions and Tribal Colleges and Universities

Pursuant to Executive Order (EO) 12928, the award recipient is strongly encouraged to provide subcontracting/subgranting opportunities to Historically Black Colleges and Universities and other Minority Institutions such as Hispanic-Serving Institutions and Tribal Colleges and Universities; and to Small Businesses Owned and Controlled by Socially and Economically Disadvantaged Individuals.

F(14.) Executive Order 13043 - Increasing Seat Belt Use

Pursuant to EO 13043, Increasing Seat Belt Use in the United States, dated April 16, 1997, the award recipients are encouraged to adopt and enforce on- the-job seat belt policies and programs for their employees when operating company-owned, rented, or personally owned vehicles.

F(15.) Executive Order 13166 - Improving Access to Services for Persons with Limited English Proficiency

As clarified by EO 13166, Improving Access to Services for Persons with Limited English Proficiency, dated August 11, 2000, and resulting agency guidance, national origin discrimination includes discrimination on the basis of limited English proficiency (LEP). To ensure compliance with Title VI, award recipients must take reasonable steps to ensure that LEP persons have meaningful access to programs in accordance with [DOL's Policy Guidance on the Prohibition of National Origin Discrimination as it Affects Persons with Limited English Proficiency](#), 68 FR 32289 (May 29, 2003). Meaningful access may entail providing language assistance services, including oral and written translation, where necessary. Award recipients are encouraged to consider the need for language services for LEP persons served or encountered both in developing budgets and in conducting programs and activities. For assistance and information regarding your LEP obligations, go to [LEP.gov](#).

F(16.) Executive Order 13513 - Federal Leadership on Reducing Text Messaging While Driving

Pursuant to EO 13513, Federal Leadership On Reducing Text Messaging While Driving, dated October 1, 2009, award recipients and subrecipients are encouraged to adopt and enforce policies that ban text messaging while driving company-owned or -rented vehicles or government-owned vehicles (GOV), or while driving privately-owned vehicles (POV) when on official Government business or when performing any work for or on behalf of the Government. Award recipients and subrecipients are also encouraged to conduct initiatives of the type described in section 3(a) of this order.

F(17.) Public Law: The Build American, Buy America Act (BABAA)

The Build America, Buy America Act (“BABAA”) was enacted on November 12, 2021 as part of the Infrastructure Investment and Jobs Act (IIJA), Public Law 117-58. With the passage of the IIJA, federal financial assistance projects for infrastructure must comply with domestic content procurement preference requirements established in BABAA Section 70914. These requirements went into effect May 14, 2022. The Buy America preference requires all iron, steel, manufactured products, and construction materials used for infrastructure projects in the United States under an award to be domestically manufactured. Covered activities include the construction, alteration, maintenance, or repair of public infrastructure, including buildings and real property (See OMB Memorandum M-22-11).

F(18.) Salary and Bonus Limitations

Pursuant to P.L. 117-328, Division H, Title I, Section 105, award recipients and subrecipients shall not use funds to pay the salary and bonuses of an individual, either as direct costs or as indirect costs, at a rate in excess of Executive Level II. The Executive Level II salary may change yearly and is located on the [OPM.gov](https://www.opm.gov) website. The salary and bonus limitation does not apply to contractors (vendors) providing goods and services as defined in 2 CFR 200.331. Where States are recipients of such funds, States may establish a lower limit for salaries and bonuses of those receiving salaries and bonuses from subrecipients, taking into account factors including the relative cost-of-living in the State, the compensation levels for comparable State or local government employees, and the size of the organizations that administer Federal programs involved including DOL programs. See [TEGL 5-06](#) for further clarification.

Part G: National Prohibitions and Other Restrictions

G(1.) Contracting with Corporations with Felony Criminal Convictions Prohibited

The award recipient may not knowingly enter into a contract, memorandum of understanding, or cooperative agreement with, make a grant to, or provide a loan or loan guarantee to, any corporation that was convicted of a felony criminal violation under any Federal law within the preceding 24 months.

G(2.) Contracting with Corporations with Unpaid Tax Liabilities Prohibited

The award recipient may not knowingly enter into a contract, memorandum of understanding, or cooperative agreement with, make a grant to, or provide a loan or loan guarantee to, any corporation that has any unpaid Federal tax liability that has been assessed, for which all judicial and administrative remedies have been exhausted or have lapsed, and that is not being paid in a timely manner pursuant to an agreement with the authority responsible for collecting the tax liability.

G(3.) Trafficking in Persons Prohibited

- 1) This part establishes a government-wide award term for grants and cooperative agreements to implement the requirement in regard to Trafficking in persons.
 - a) *Provisions applicable to a recipient that is a private entity.*
 - I. The award recipient, the award recipient's employees, subrecipients under this award, and subrecipients' employees may not—
 - (A). Engage in severe forms of trafficking in persons during the period of time that the grant award is in effect; or
 - (B). Procure a commercial sex act during the period of time that the award is in effect; or
 - (C). Use forced labor in the performance of the award or subawards under the award.
 - II. DOL as the Federal awarding agency may unilaterally terminate this award, without penalty, if the award recipient or a subrecipient that is a private entity —
 - (A). Is determined to have violated a prohibition in paragraph a) I. of this award term; or
 - (B). Has an employee who is determined by the agency official authorized to terminate the award to have violated a prohibition in paragraph a) I. of this award term through conduct that is either—
 - i. Associated with performance under this award; or
 - ii. Imputed to you or the subrecipient using the standards and due process for imputing the conduct of an individual to an organization that are provided in 2 CFR Part 180, “OMB Guidelines to Agencies on Governmentwide Debarment and Suspension (Nonprocurement),” as implemented by our agency at 2 CFR Part 2998.
 - a. *Provision applicable to a recipient other than a private entity.* DOL as the Federal awarding agency may unilaterally terminate this award, without penalty, if a subrecipient that is a private entity—
 - I. Is determined to have violated an applicable prohibition in paragraph a(I) of this grant award term; or
 - II. Has an employee who is determined by the agency official authorized to terminate the award to have violated an applicable prohibition in paragraph a(I) of this grant award term through conduct that is either—
 - (A). Associated with performance under this award; or
 - (B). Imputed to the subrecipient using the standards and due process for imputing the conduct of an individual to an organization that are provided in 2 CFR part 180, “OMB Guidelines to Agencies on Governmentwide Debarment and Suspension

(Nonprocurement),” as implemented by our agency at 29 CFR Part 98.

- b. *Provisions applicable to any recipient.*
 - I. The award recipient must inform DOL immediately of any information the award recipient receives from any source alleging a violation of a prohibition in paragraph a.1 of this grant award term.
 - II. DOL’s right to terminate unilaterally that is described in paragraph a.II or b of this section:
 - (A). Implements section 106(g) of the Trafficking Victims Protection Act of 2000 (TVPA), as amended (22 U.S.C. 7104(g)), and
 - (B). Is in addition to all other remedies for noncompliance that are available to DOL under this grant award.
 - III. The award recipient must include the requirements of paragraph a) I. of this award term in any subaward the award recipient make to a private entity.
- c. *Definitions.* For purposes of this award term: I. “Employee” means either:
 - (A). An individual employed by the grant award recipient or a subrecipient who is engaged in the performance of the project or program under this award; or
 - (B). Another person engaged in the performance of the project or program under this grant award and not compensated by the grant recipient including, but not limited to, a volunteer or individual whose services are contributed by a third party as an in-kind contribution toward cost sharing or matching requirements.
- II. “Forced labor” means labor obtained by any of the following methods: the recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery.
- III. “Private entity”:
 - (A). Means any entity other than a State, local government, Indian tribe, or foreign public entity, as those terms are defined in 2 CFR 175.25.
 - (B). Includes:
 - i. A nonprofit organization, including any nonprofit institution of higher education, hospital, or tribal organization other than one included in the

definition of Indian tribe at 2 CFR 175.25(b).

ii. A for-profit organization.

IV. “Severe forms of trafficking in persons,” “commercial sex act,” and “coercion” have the meanings given at section 103 of the TVPA, as amended (22 U.S.C. 7102).

G(4.) Health Benefits Coverage for Contraceptives

Federal funds may not be used to enter in to or renew a contract which includes a provision for prescription drug coverage unless the contract also includes a provision for contraceptive coverage. This requirement does not apply to contracts with 1) the religious plans Personal Care’s HMO and OSF Health Plans, Inc. and 2) any existing or future plan if the carrier for the plan objects to such coverage on the basis of religious beliefs.

In implementing this section, any plan that enters into or renews a contract may not subject any individual to discrimination on the basis that the individual refuses to prescribe or otherwise provide for contraceptives because such activities would be contrary to the individuals’ religious beliefs or moral convictions. Nothing in this term shall be construed to require coverage of abortion or abortion related services.

G(5.) Health Benefits Coverage for Abortions Restricted

Pursuant to P.L. 117-328, Division H, Title V, Section 506 and 507, Federal funds may not be expended for health benefits coverage that includes coverage of abortions, except when the pregnancy is the result of rape or incest, or in the case where a woman suffers from a physical disorder, physical injury, or physical illness, including a life-endangering physical condition caused by or arising from the pregnancy itself that would, as certified by a physician, place the women in danger of death unless an abortion is performed. This restriction does not prohibit any non-Federal entity from providing health benefits coverage for abortions when all funds for that specific benefit do not come from a Federal source. Additionally, no funds made available through this grant award may be provided to a State or local government if such government subjects any institutional or individual health care entity to discrimination on the basis that the health care entity does not provide, pay for, provide coverage of, or refer for abortions.

G(6.) Fair Labor Standards Act Amendment for Major Disasters

Pursuant to P.L. 117-328, Division H, Title I, Section 108, the Fair Labor Standards Act of 1938 (FLSA) will apply as if the following language was added to Section 7 (the Maximum Hours Worked Section). This language specifically relates to occurrences of a major disaster (as declared or designated by the state or federal government) and are applied for a period of two years afterwards. The language is as follows:

“(s)(1) The provisions of this section [maximum hours worked] shall not apply for a period of 2 years after the occurrence of a major disaster to any employee—

- (B) employed to adjust or evaluate claims resulting from or relating to such major disaster, by an employer not engaged, directly or through an affiliate, in underwriting, selling, or marketing property, casualty, or liability insurance policies or contracts;
 - (C) who receives from such employer on average weekly compensation of not less than \$591.00 per week or any minimum weekly amount established by the Secretary, whichever is greater, for the number of weeks such employee is engaged in any of the activities described in subparagraph (C); and (C) whose duties include any of the following:
 - (i) interviewing insured individuals, individuals who suffered injuries or other damages or losses arising from or relating to a disaster, witnesses, or physicians;
 - (ii) inspecting property damage or reviewing factual information to prepare damage estimates;
 - (iii) evaluating and making recommendations regarding coverage or compensability of claims or determining liability or value aspects of claims;
 - (iv) negotiating settlements; or
 - (v) making recommendations regarding litigation.
- (2) The exemption in this subsection shall not affect the exemption provided by section 13(a)(1) [of the FLSA].
- (3) For purposes of this subsection—
- (A) the term ‘major disaster’ means any disaster or catastrophe declared or designated by any State or Federal agency or department;
 - (B) the term ‘employee employed to adjust or evaluate claims resulting from or relating to such major disaster’ means an individual who timely secured or secures a license required by applicable law to engage in and perform the activities described in clauses (i) through (v) of paragraph (1)(C) relating to a major disaster, and is employed by an employer that maintains worker compensation insurance coverage or protection for its employees, if required by applicable law, and withholds applicable Federal, State, and local income and payroll taxes from the wages, salaries and any benefits of such employees; and
 - (C) the term ‘affiliate’ means a company that, by reason of ownership or control of 25% or more of the outstanding shares of any class of voting securities of one or more companies, directly or indirectly, controls, is controlled by, or is under common control with, another company.”

G(7.) Blocking Pornography Required

Pursuant to P.L. 117-328, Division H, Title V, Section 520, no Federal funds may be used to maintain or establish a computer network unless such network blocks the viewing, downloading, and exchanging of pornography.

G(8.) Privacy Act

No funds can be used in contravention of 5 U.S.C. 552a (the Privacy Act) or regulations implementing the Privacy Act.

G(9.) Procuring Goods Obtained Through Child Labor Prohibited

Pursuant to P.L. 117-328, Division H, Title I, Section 103, no Federal funds may be obligated or expended for the procurement of goods mined, produced, manufactured, or harvested or services rendered, in whole or in part, by forced or indentured child labor in industries and host countries identified by the DOL prior to December 29, 2022. DOL has identified these goods and services at ILAB's [List of Products Produced by Forced or Indentured Child Labor](#) webpage.

G(10.) Promotion of Drug Legalization Restricted

Pursuant to P.L. 117-328, Division H, Title V, Section 509, no Federal funds shall be used for any activity that promotes the legalization of any drug or other substance included in Schedule I of the schedules of controlled substances established under Section 202 of the Controlled Substances Act except for normal and recognized executive-congressional communications or where there is significant medical evidence of a therapeutic advantage to the use of such drug or other substance or that federally sponsored clinical trials are being conducted to determine therapeutic advantage.

G(11.) Public Communications – Certain Information Requirement

Pursuant to P.L. 117-328, Division H, Title V, Section 505, when issuing statements, press releases, requests for proposals, bid solicitations and other documents describing projects or programs funded in whole or in part with Federal money, all non-Federal entities receiving Federal funds shall clearly state:

- 1) The percentage of the total costs of the program or project which will be financed with Federal money;
- 2) The dollar amount of Federal funds for the project or program; and
- 3) The percentage and dollar amount of the total costs of the project or program that will be financed by non-governmental sources.

The requirements of this term are separate from those in 2 CFR Part 200 and, when applicable, both must be complied with.

G(12.) Purchase of Sterile Needles or Syringes Restricted

Pursuant to P.L. 117-328, Division H, Title V, Section 526, no Federal funds shall be used to purchase sterile needles or syringes for the hypodermic injection of any illegal drug. This limitation does not apply to the use of funds for elements of a program other than making such purchases if the relevant State or local health department, in consultation with the Centers for Disease Control and Prevention, determines that the State or local jurisdiction, as applicable, is experiencing, or is at risk for, a significant increase in hepatitis infections or an HIV outbreak due to injection drug use, and such program is operating in accordance with State and local law.

G(13.) Restrictions Against the Creation or Research of Embryos

Pursuant to P.L. 117-328, Division H, Title V, Section 508, no Federal funds shall be used for (1) the creation of a human embryo or embryos for research purposes; or (2) research in which a human embryo or embryos are destroyed, discarded, or knowingly subjected to risk of injury or death greater than that allowed for research on fetuses in utero under 45 CFR 46.204(b) and section 498(b) of the Public Health Service Act (42 U.S.C. 289g(b)). For purposes of this section, the term “human embryo or embryos” includes any organism, not protected as a human subjected under 45 CFR 46 as of December 29, 2022, that is derived by fertilization, parthenogenesis, cloning, or any other means from one or more human gametes or human diploid cells.

Part H: Attachments

H(1.) Attachment A: SF-424

H(2.) Attachment B: SF-424A

H(3.) Attachment C: RESEA State Plan

H(4.) Attachment D: Indirect Cost Rate and Cost Allocation Plan

Attachment A: SF-424

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 checked="" type="checkbox"/> New <input type="checkbox"/> Continuation <input type="checkbox"/> Revision	* If Revision, select appropriate letter(s): <input type="text"/> * Other (Specify): <input type="text"/>
* 3. Date Received: <input type="text" value="04/13/2023"/>	4. Applicant Identifier: <input type="text" value="FL Dept. of Economic Opportuni"/>	
5a. Federal Entity Identifier: <input type="text"/>	5b. Federal Award Identifier: <input type="text"/>	
State Use Only:		
6. Date Received by State: <input type="text"/>	7. State Application Identifier: <input type="text"/>	
8. APPLICANT INFORMATION:		
* a. Legal Name: <input type="text" value="Florida Department of Economic Opportunity"/>		
* b. Employer/Taxpayer Identification Number (EIN/TIN): <input type="text" value="36-4706134"/>	* c. UEI: <input type="text" value="WVR6ECT1G9F8"/>	
d. Address:		
* Street1: <input type="text" value="107 East Madison Street"/>	Street2: <input type="text" value="MSC 85, Caldwell Building"/>	
* City: <input type="text" value="Tallahassee"/>	County/Parish: <input type="text"/>	
* State: <input type="text" value="FL: Florida"/>	Province: <input type="text"/>	
* Country: <input type="text" value="USA: UNITED STATES"/>	* Zip / Postal Code: <input type="text" value="32399-6508"/>	
e. Organizational Unit:		
Department Name: <input type="text" value="Finance and Administration"/>	Division Name: <input type="text" value="Financial Management"/>	
f. Name and contact information of person to be contacted on matters involving this application:		
Prefix: <input type="text" value="Mrs."/>	* First Name: <input type="text" value="Keantha"/>	
Middle Name: <input type="text"/>	* Last Name: <input type="text" value="Moore"/>	
Suffix: <input type="text"/>	Title: <input type="text" value="Deputy Chief, One-Stop & Program Support"/>	
Organizational Affiliation: <input type="text" value="Florida Department of Economic Opportunity"/>		
* Telephone Number: <input type="text" value="850 245-7413"/>	Fax Number: <input type="text"/>	
* Email: <input type="text" value="keantha.moore@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:**

Employment and Training Administration

11. Catalog of Federal Domestic Assistance Number:

17.225

CFDA Title:

Unemployment Insurance

*** 12. Funding Opportunity Number:**

ETA-RESEA-UIPL-02-23

* Title:

Fiscal Year (FY) 2023 Funding Allotments and Operating Guidance for Unemployment Insurance (UI) Reemployment Services and Eligibility Assessment (RESEA) Grants

13. Competition Identification Number:

ETA-RESEA-UIPL-02-23

Title:

Fiscal Year (FY) 2023 Funding Allotments and Operating Guidance for Unemployment Insurance (UI) Reemployment Services and Eligibility Assessment (RESEA) Grants

14. Areas Affected by Project (Cities, Counties, States, etc.):

Add Attachment

Delete Attachment

View Attachment

*** 15. Descriptive Title of Applicant's Project:**

Florida - RESEA FY2023 Funds

Attach supporting documents as specified in agency instructions.

Add Attachments

Delete Attachments

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.

Add Attachment

Delete Attachment

View Attachment

17. Proposed Project:

* a. Start Date:

* b. End Date:

18. Estimated Funding (\$):

* a. Federal	<input type="text" value="8,590,888.00"/>
* 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="8,590,888.00"/>

*** 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

Add Attachment

Delete Attachment

View Attachment

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 18, 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:

Attachment B: SF-424A

BUDGET INFORMATION - Non-Construction Programs

OMB Number: 4040-0006
Expiration Date: 02/28/2025

SECTION A - BUDGET SUMMARY

Grant Program Function or Activity (a)	Catalog of Federal Domestic Assistance Number (b)	Estimated Unobligated Funds		New or Revised Budget		
		Federal (c)	Non-Federal (d)	Federal (e)	Non-Federal (f)	Total (g)
1. Reemployment Services and Eligibility Assessment (RESEA) Program	17.225	\$ <input type="text"/>	\$ <input type="text"/>	\$ 8,590,888.00	\$ <input type="text"/>	\$ 8,590,888.00
2. <input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
3. <input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
4. <input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
5. Totals		\$ <input type="text"/>	\$ <input type="text"/>	\$ 8,590,888.00	\$ <input type="text"/>	\$ 8,590,888.00

SECTION B - BUDGET CATEGORIES

6. Object Class Categories	GRANT PROGRAM, FUNCTION OR ACTIVITY				Total (5)
	(1)	(2)	(3)	(4)	
	Reemployment Services and Eligibility Assessment (RESEA) Program				
a. Personnel	\$ 239,700.00	\$	\$	\$	\$ 239,700.00
b. Fringe Benefits	91,088.00				91,088.00
c. Travel	2,000.00				2,000.00
d. Equipment	0.00				0.00
e. Supplies	2,100.00				2,100.00
f. Contractual	8,141,971.00				8,141,971.00
g. Construction	0.00				0.00
h. Other	28,415.00				28,415.00
i. Total Direct Charges (sum of 6a-6h)	8,505,274.00				\$ 8,505,274.00
j. Indirect Charges	85,614.00				\$ 85,614.00
k. TOTALS (sum of 6i and 6j)	\$ 8,590,888.00	\$	\$	\$	\$ 8,590,888.00
7. Program Income	\$ 0.00	\$	\$	\$	\$ 0.00

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Prescribed by OMB (Circular A -102) Page 1A

SECTION C - NON-FEDERAL RESOURCES

(a) Grant Program		(b) Applicant	(c) State	(d) Other Sources	(e)TOTALS
8.	Reemployment Services and Eligibility Assessment (RESEA) Program	\$ <input type="text"/>	\$ <input type="text"/>	\$ <input type="text"/>	\$ <input type="text"/>
9.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
10.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
11.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
12. TOTAL (sum of lines 8-11)		\$ <input type="text"/>	\$ <input type="text"/>	\$ <input type="text"/>	\$ <input type="text"/>

SECTION D - FORECASTED CASH NEEDS

	Total for 1st Year	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
13. Federal	\$ <input type="text"/>	\$ <input type="text"/>	\$ <input type="text"/>	\$ <input type="text"/>	\$ <input type="text"/>
14. Non-Federal	\$ <input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
15. TOTAL (sum of lines 13 and 14)	\$ <input type="text"/>	\$ <input type="text"/>	\$ <input type="text"/>	\$ <input type="text"/>	\$ <input type="text"/>

SECTION E - BUDGET ESTIMATES OF FEDERAL FUNDS NEEDED FOR BALANCE OF THE PROJECT

(a) Grant Program	FUTURE FUNDING PERIODS (YEARS)			
	(b)First	(c) Second	(d) Third	(e) Fourth
16. Reemployment Services and Eligibility Assessment (RESEA) Program	\$ <input type="text"/>	\$ <input type="text"/>	\$ <input type="text"/>	\$ <input type="text"/>
17. <input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
18. <input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
19. <input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
20. TOTAL (sum of lines 16 - 19)	\$ <input type="text"/>	\$ <input type="text"/>	\$ <input type="text"/>	\$ <input type="text"/>

SECTION F - OTHER BUDGET INFORMATION

21. Direct Charges: <input type="text"/>	22. Indirect Charges: <input type="text" value="Indirect Rate 45.55%"/>
23. Remarks: <input type="text"/>	

Attachment C: RESEA State Plan

**ELEMENTS OF AN UNEMPLOYMENT INSURANCE (UI)
REEMPLOYMENT SERVICES AND ELIGIBILITY ASSESSMENT (RESEA) GRANT
STATE PLAN**

Instructions: All fields are required unless otherwise noted.

1. State Name: Florida Department of Economic Opportunity	
2. State Agency Administrator:	Name: Lindsay Volpe Title: Deputy Secretary Address: 107 E. Madison Street, Tallahassee, FL 32399
3. RESEA Program Lead(s)/Contact(s) The person(s) who can answer questions about the RESEA proposal.	Name: Christa Nelson Telephone: (850) 245-7492 E-mail: Christa.Nelson@DEO.MyFlorida.com
4. UI Program Lead/Contact The person who can answer questions about the UI aspects of the RESEA proposal. This person may also be the RESEA Program Lead/Contact.	Name: Benny Collazo Telephone: (954) 730-2612 E-mail: Benigno.Collazo@DEO.MyFlorida.com
5a. Total Project Cost for Proposed State Plan RESEA The total amount of funds requested in this grant, which may be up to the limit specified in annual RESEA operating guidance.	\$ <u>8,590,888.00</u> <input type="checkbox"/> Requesting less than full formula allotment

5b. Element 5 Additional Space – Use this field to break out project costs. Please include a narrative describing determinations for the current year and any issues that impacted the previous year’s expenditures. Be sure to discuss what this year’s project goals, e.g., staffing up, improving program tools, etc.

Project costs include - Personnel Costs \$239,700.00, Fringe Benefits \$91,088.00, Travel \$2,000.00, Supplies \$2,100.00, Contractual \$8,141,971.00, Other \$28,415.00, and Indirect Charges \$85,614.00.

Based on information reported by some of the Local Workforce Development Boards (LWDBs), a few of the contributing factors that impacted previous year’s expenditures were: participants’ lack of transportation, especially in rural areas; lack of computer access; and reemployment of some RESEA participants which no longer required participation in the RESEA program.

<p>6a. Carry-over: Total Funds from <u>prior</u> RESEA Grants Projected to carry-over.</p> <p>Please include expected date for full obligation and expenditure of these remaining funds.</p>	<p>FY <u>2022</u> \$ <u>1,554,787.81</u> Projected Obligation date: September 23, 2023</p> <p>Projected Expenditure date: September 23, 2023</p> <p>FY _____ \$ _____ Projected Obligation date:</p> <p>Projected Expenditure date:</p>	<p>TOTAL Dollar Amount <u>\$1,554,787.81</u></p>
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6b. Element 6 Additional Space – Use the text box to provide details for each year’s carry-over funds. Please explain why there are carry-over funds for each specific FY. Additionally, include how the funds will be used and a timeline for expenditure. If there is ‘Zero’ carry-over, please note this in the text field.

Florida’s local workforce development boards (LWDBs) have experienced a significant decrease in the number of claimants that attend appointments, leading to reduced expenditures and the need to carryover unexpended funds. The carryover funds will be used to continue offering the services as described below. DEO will work through the State Workforce Development Board and with each

<p>of the LWDBs to increase the attendance rate of claimants scheduled for RESEA appointments. The timeline for use of the RESEA carryover funds is March 2023 – September 30, 2023.</p>	
<p>7a. Total Service Delivery (Program) Cost</p> <p>Please include evaluation expenses in this element</p>	<p>\$ 8,505,274</p>
<p>7b. Element 7 Additional Space – Provide a breakout narrative listing the program costs, including a line for evaluation costs. The total program cost is \$8,505,274. Of the total program costs, \$859,009 is attributed to evaluation costs.</p>	
<p>8a. Total Administrative Costs</p> <p>The total amount of funds requested for program administrative costs. Please include a breakout of these costs.</p> <p>Note: This entry includes information technology (IT) costs</p>	<p>\$ 85,614.00 (Indirect cost rate of 45.55% of Total Personnel + Total Fringe benefits)</p>
<p>8b. Element 8 Additional Space – Use the space to elaborate on the administrative costs. Please include changes to staffing: IT expansion, other significant changes, etc.</p> <p>The \$85,614.00 is RESEA’s share of indirect costs under DEO’s indirect rate agreement approved by USDOL, according to the Indirect Rate Agreement, dated January 24, 2023. It contains the percent that is applied to the RESEA Program. The only administrative costs budgeted to the grant is the RESEA’s share of DEO’s Indirect cost allowed under DEO’s approved negotiated indirect cost rate agreement.</p>	
<p>9a. Completed Initial RESEA Staffing and Time</p> <p>Complete chart below on how specific required initial RESEA activities are staffed, the average time needed, and estimated costs. Use Element 9’s additional space provided after the chart to explain any of the chart figures and information.</p>	

<u>Activity</u>	<u>Staff</u> <u>(ES/WIOA/UI/ Other)</u>	<u>Individual/</u> <u>Group</u>	<u>In-Person,</u> <u>Remote,</u> <u>Virtual</u>	<u>Average</u> <u>Time</u> <u>(Minutes)</u>	<u>Staff Cost Per</u> <u>Hour</u> <u>(Dollars)</u>
EXAMPLE LINE	ES/WIOA	Individual	In-Person	20 minutes	\$70
Eligibility Review	UI	Individual	<u>In-Person,</u> <u>Remote,</u> <u>Virtual</u>	15 minutes	8.34
Labor Market Information	ES/WIOA	Individual	<u>In-Person,</u> <u>Remote,</u> <u>Virtual</u>	30 minutes	16.68
Individual Reemployment Plan	ES/WIOA	Individual	<u>In-Person,</u> <u>Remote,</u> <u>Virtual</u>	45 minutes	25.02
Providing information and access to American Job Center (AJC) services including career services	ES/WIOA	Individual/Group	<u>In-Person,</u> <u>Remote,</u> <u>Virtual</u>	30 minutes	16.68
Enrollment in Employment Services	ES	Individual	<u>In-Person,</u> <u>Remote,</u> <u>Virtual</u>	30 minutes	16.68
Providing support with individual reemployment plan.	ES/WIOA	Individual	<u>In-Person,</u> <u>Remote,</u> <u>Virtual</u>	45 minutes	25.029
Referrals to other services	ES/WIOA	Individual	<u>In-Person,</u> <u>Remote,</u> <u>Virtual</u>	30 minutes	16.68
Other activities performed in addition to required elements. Please describe any additional activities in element 9b.	ES/WIOA	Individual/Group	<u>In-Person,</u> <u>Remote,</u> <u>Virtual</u>	15 minutes	8.34

Pre-work (Preparation for RESEA)	ES	Individual	<u>In-Person,</u> <u>Remote,</u> <u>Virtual</u>	15 minutes	8.34
Post- work (casework notes etc.) following RESEA	ES	Individual	<u>In-Person,</u> <u>Remote,</u> <u>Virtual</u>	15 minutes	8.34
Totals				270 minutes	150.12

Note: please note that all eligibility determinations and redeterminations are funded through the regular UI funding for non-monetary determinations and not through the RESEA grant.

9b. Element 9 Additional space to explain any notable changes from the previous year, automated services that have expenses, ‘Zeros,’ efforts to prevent fraud or chart information that may need an explanation.

N/A

10a. Completed Subsequent RESEA Staffing and Time

Complete chart below on how specific subsequent RESEA activities are staffed and the average time needed.

N/A – Florida does not complete subsequent RESEA activities.

<u>Activity</u>	<u>Staff</u> <u>(ES/WIOA/UI/ Other)</u>	<u>Individual/Group</u>	<u>In-Person,</u> <u>Remote, Virtual</u>	<u>Average</u> <u>Time</u> <u>(Minutes)</u>	<u>Staff Cost Per</u> <u>Hour</u> <u>(Dollars)</u>
EXAMPLE LINE	ES	Individual	In-Person	10 minutes	\$78.96
Eligibility Review					
Labor Market Information					
Providing support with individual reemployment plan.					

Providing information and access to AJC services including career services					
Referrals to other services					
Other activities performed in addition to required elements. Please describe any additional activities in element 10b.					
Pre-work (Preparation for RESEA)					
Post- work (casework notes etc.) following RESEA					
Totals					

Note: please note that all eligibility determinations and redeterminations are funded through the regular UI funding for non-monetary determinations and not through the RESEA grant.

10b. Element 10 Additional Space – Use the text field for any fields requiring additional explanation. N/A

11a. Total Number of RESEAs Projected to be Scheduled	Initial to be Scheduled 60,224	Subsequent to be Scheduled 0
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11b. Element 11 Additional Space -- Please provide an explanation how the target number was determined. Including any significant changes from the previous years.

<p>Due to the challenges with the number of claimants who failed to report in the previous program year, DEO has decided to carry forward the same target number and utilize new approaches to increase participation in the RESEA program. There are no significant changes.</p>		
<p>12a. Total Number of RESEAs Projected to be Completed</p>	<p>Initial to be Completed 24,786</p>	<p>Subsequent to be Completed 0</p>
<p>12b. Element 12 Additional Space – Please provide an explanation how the target number was determined. Including any significant changes from the previous year.</p> <p>Due to challenges with the number of claimants who failed to report in the previous program year, DEO has decided to carry forward the same target number. There are no significant changes.</p>		
<p>13a. Total Number of RESEAs Projected for which the Claimant will fail to report</p>	<p>Initial Fail to Report 35,438</p>	<p>Subsequent Fail to Report 0</p>
<p>13b. Element 13 Additional Space – Please provide an explanation how the target number was determined. Including any significant changes from the previous year.</p> <p>The target number is derived from data on the previous year’s failure rate. There were no significant changes from the previous year.</p>		
<p>14. Actions taken to reduce number of claimants failing to report.</p> <p>Provide a brief narrative that discusses any actions in the past year(s) and/or plans to carry out any activities under the proposed RESEA program to reduce the number of claimants failing to report, please identify and provide an analysis about the efforts.</p> <p>DEO explored the following strategies to reduce the number of claimants failing to report for RESEA services as follows:</p>		

- Conducted statewide training for the LWDBs, which included a discussion about practices for reducing the failure to report rate. There was also discussion with LWDB staff about how the LWDBs may restructure their notification letters based on behavioral insights.
- Conducted an in-person training during the state’s annual Workforce Development Summit to discuss best practices for reducing failures to report.
- Strongly encouraged LWDBs to reach out to claimants prior to their initial appointment to remind customers of their impending appointment.

The LWDBs continue to evaluate and enhance the use of technology in their service delivery models to increase remote participation.

In the upcoming year, DEO will actively engage with LWDB staff who conduct RESEA. This will include monthly workgroup meetings to provide technical assistance, identification of program issues to be addressed through state-level policy, and question/answer sessions with the LWDB staff. As a part of these sessions, DEO will engage LWDBs to share best/promising practices with their peers. DEO will also regularly review custom reports designed for RESEA staff to ensure timely data entry of customer attendance.

Additionally, DEO will establish a policy that LWDBs must make virtual or telephonic appointments available to RESEA participants, to help support participants who have cited multiple barriers to employment, such as transportation, and will request guidance from USDOL to utilize RESEA funding to provide transportation assistance to maximize dollars. DEO will also work toward aligning the LWDBs’ ERP form with the ERP form used by RA to streamline the eligibility determination process and explore leveraging a third-party to support the ERP process to maintain continuity of service.

15a. Is RESEA statewide Yes/No Check box

Yes No

If ‘Yes,’ then proceed to Element 16.

Note: RESEAs are considered statewide if operating in at least one location in each Workforce Innovation and Opportunity Act [WIOA] workforce development area.

<p>15b. Total number of RESEA Sites where RESEAs will be conducted. If RESEA is not statewide and is provided at limited sites, list the towns/cities or local workforce development areas where RESEA activities will be conducted. Additionally, if RESEA is not available statewide, Worker Profiling and Reemployment Services (WPRS) must be provided in areas where RESEA is not available.</p>	<p>Number of sites providing RESEAs: 24</p>	<p>Number of sites providing WPRS: N/A</p>
<p>15c. List RESEA locations if RESEA activities are not statewide: N/A</p>		
<p>15d. List WRPS locations if RESEA activities are not statewide: N/A</p>		
<p>16. Role of UI Staff</p> <p>Briefly describe the role played by UI staff in program management. Note: At a minimum, UI Staff must be involved with the following activities: Participating in the planning, administration, and oversight of the RESEA program; Training -- Providing all appropriate staff training on unemployment compensation (UC) eligibility requirements; Reports -- Ensuring accurate data are provided in the RESEA-required reports; and Conducting eligibility determinations and redeterminations resulting from issues identified through RESEA participation.</p> <p>Reemployment Assistance (RA) staff participate in the planning, administration, and oversight of the program through collaborative meetings with Workforce Services program staff to provide feedback related to the program. Workforce Services staff facilitate the operation of the RESEA program in Florida. At the local level, LWDB staff are responsible for the implementation of the program. Workforce Services staff provide training to LWDB staff on the program requirements and technical assistance to guide the day-to-day operations of the program.</p> <p>RA state merit staff are solely responsible for conducting the Eligibility Review Process (ERP); however, DEO is evaluating this process to determine the most effective approach for conducting the ERP. RA staff are housed within the DEO central office, rather than in local career centers. ERPs are performed after workforce activities have been completed by the claimant. RA supervisors train RA claims examiners and RA adjudicators on the ERP process, to ensure that ERPs are properly conducted, eligibility issues are</p>		

noted, and claims are adjudicated to determine whether a disqualification should be recorded. The RA supervisor randomly selects cases to review to identify and correct errors in the process. Based on the RESEA program model, program reports are completed by Workforce Services and RA staff, as appropriate.

The involvement of the RA team in developing and/or reviewing RESEA quarterly reports varies according to the requirements of the specific report being submitted. For the Employment and Training Administration (ETA) 9128 – RESEA Workload and ETA 9129 – RESEA Outcomes reports, RA is involved in the development and review of these reports. The ETA 9178 – Quarterly Narrative Progress Report, Unemployment Insurance Supplemental Budget Request Activities, is developed and reviewed by the DEO Bureau of One-Stop and Program Support, in coordination with the DEO Bureau of Financial Management.

17. Selection of RESEA Participants

Please describe the state’s methodology for selecting claimants to participate in the RESEA program and at what point in the claim series selections are made. If a profiling or statistical model is used, please describe the model including factors used and when the model was last updated/will be updated.

Florida uses its Worker Profiling and Reemployment Services (WPRS) pool for selecting RESEA participants. Working with USDOL, the state developed a profiling methodology which assigns a coefficient value to predict the likelihood of Reemployment Assistance benefit exhaustion. Those with the highest scores are deemed to be the most likely to exhaust benefits and are therefore selected for Florida's RESEA program. Unemployment Compensation for Ex-Service Members (UCX) claimants are included in the pool and receive the highest level of priority in the selection of participants. Claimants excluded from entering the WPRS pool include out-of-state residents, those with a return-to-work date within eight weeks of the layoff date, members of a labor union, claimants who are in approved training, and those who were issued their first payment after 42 days of filing their claim. The “after 42 days of filing their claim” aligns with the original Reemployment and Eligibility Assessment (REA) program and guidance provided by the U.S. Department of Labor in Section 6.B. of Unemployment Insurance Program Letter No. 17-13. This guidance indicates that the “State must contact UI REA participants no later than the fifth week of the claim and promptly schedule them for UI REA. The fifth week in the claim series means the fourth week after the week in which the claimant files an initial claim.” Florida’s current profiling model adheres to this guidance. Florida updated its profiling model in December 2022.

18a. Proper Notification – Please attach a copy of the template notification letter.

All states participating in the RESEA program must provide both assurance that, and description of how, individuals selected to participate in RESEA will receive proper notifications regarding the program’s eligibility conditions, requirements, and benefits. Proper notifications must be in clear and simple language and include warnings to ensure selected individuals are

fully aware of the consequences of noncompliance with the state’s policies related to non-attendance and/or nonfulfillment of UI work search requirements. (Section 306(e)(1)(A)(i), Social Security Act (SSA)).



RESEA Letter.docx

18b. Do you assure that proper notification as described in Element (18a) will be provided?

Yes No

18c. Insert description of notification process and attach template used for notifications.

Once claimants have been scheduled for their initial RESEA appointment, LWDBs print notification letters that are generated directly from the state’s labor exchange and case management system, Employ Florida. LWDBs use either brightly colored envelopes or paper when they mail the notifications of the RESEA appointments so they are more noticeable by claimants. Additionally, some LWDBs stamp the envelopes with the words "Reemployment Appointment" to gain claimants' attention and encourage them to open the letters. These letters are mailed 14-21 days ahead of the appointment to provide ample time for the individuals to plan to attend. The letters state that participation in the RESEA program is a condition of eligibility for reemployment assistance benefits, and that failure to participate will result in a delay or denial of benefits.

19a. Reasonable Scheduling Accommodations

To maximize participation in the RESEA program, the state must provide assurance that, and a description of how reasonable scheduling accommodations are made available to individuals selected for RESEA (Section 306(e)(1)(A)(ii), SSA).

Do you assure that reasonable scheduling accommodations are available to RESEA participants?

Yes No

19b. Insert a description of the reasonable scheduling accommodations provided. Please describe your rescheduling policies, procedures, and limitations for rescheduling. Be sure to identify which items have been automated versus in-person.

Florida allows claimants to reschedule their initial RESEA appointment and their work search activity appointment one time each within (plus or minus) seven days of the originally scheduled dates. Additional opportunities are not currently provided for further rescheduling to ensure claimants do not exhaust their RA benefits before completing their RESEA requirements.

20a. UI Feedback Loop and Adjudication.

Once selected for an initial or subsequent RESEA, claimants are required to participate in all components of the RESEA. Failure to report or participate in any aspect of the RESEA must result in referral to the UI agency for adjudication under the applicable state law. States must include a description of the UI feedback loop and adjudication process. As described in Unemployment Insurance Program Letter (UIPL) No. 14-18: *Unemployment Insurance and the Workforce Innovation and Opportunity Act*, an effective feedback loop: advises UI staff whether the claimant reported as directed and participated in the eligibility assessment and/or services, as appropriate; is in place for all reemployment service activities in which UI claimants are required to participate; and includes a process for referral to UI adjudication any eligibility issues identified in an eligibility review.

Insert a brief description regarding the feedback loop from the RESEA provider to the UI system on whether the claimants reported and participated in required activities as directed.

Florida's RESEA program is fully integrated into its labor exchange and case management system, Employ Florida. Once all RESEA services are complete, LWDB staff record this information in Employ Florida. The completion of RESEA services triggers the ERP, which is conducted by RA staff through telephone interviews. Similarly, once the additional reemployment services are completed, staff record this information in Employ Florida, and the eligibility review is triggered. DEO has identified an opportunity to streamline the forms used by LWDB staff and RA staff and is evaluating additional approaches to completing the ERP, such as leveraging a third-party to support the ERP process to maintain continuity of service to identify the most effective way to complete this process.

20b. Insert a brief description of the feedback loop established to refer any UC eligibility issues identified during the RESEA for adjudication.

If a claimant fails to meet the eligibility criteria of attending their initial RESEA appointment, LWDB staff record the non-attendance in Employ Florida and the claimant is referred to adjudication for fact finding. An RA adjudicator contacts the claimant by telephone and conducts fact finding to determine why the claimant did not report for the RESEA appointment(s) as instructed. Reasonable attempt criteria must be met when contacting the claimant. The claimant is questioned thoroughly to determine if an eligibility issue exists. If an issue exists, the appropriate non-monetary determination will be issued on the claim. If the claimant does not have a specific status on the claim (such as moved out-of-state, returned to work, etc.), the claimant may be determined ineligible to receive benefits for the week in which the failure to report to the RESEA appointment occurred. If the claimant does not respond to the RA adjudicator regarding the issue, the payment of benefits will be stopped on the claim.

21. Activities Supporting RESEA’s Statutory Purposes

Each state must provide assurance that, and description of how, the planned RESEA program will conform to the four statutory purposes identified below (Section 306(e)(1)(B), SSA).

21a. Purpose 1: To improve employment outcomes of individuals that receive unemployment compensation and to reduce the average duration of receipt of such compensation through unemployment.

Do you assure that the proposed RESEA program design and planned activities conform to purpose 1 as described in Element 21a?

Yes No

21b. Insert brief description of specific RESEA program elements and/or activities that support purpose 1.

In Florida, RESEA activities are conducted as one-on-one appointments, either in-person or virtually/telephonically, between the claimant and a case manager, as described below:

- The orientation, conducted in groups or individually, provides an overview of the RESEA program and its requirements, the services accessible at the career center, and information about partner programs and other community resources.
- The one-on-one initial assessment collects information related to the claimant's skills, education, and employment history.
- Each claimant is provided with labor market information that is tailored to their current or future employment goals.
- An employability development plan is created to outline the claimant's employment goal(s) and the appropriate steps to achieve the goal(s).

- Finally, each claimant is referred to at least one additional reemployment service that was identified during the appointment, such as resume, interview, financial management workshops, referrals to partner programs, training, etc.

In accordance with guidance received from USDOL, DEO permits LWDBs to use a flexible approach for claimants by conducting RESEA service delivery in person, by telephone, or virtually. LWDBs throughout the state use one or more of these approaches in their service delivery model to serve claimants. LWDB staff reach out multiple times to scheduled individuals prior to their appointment day via telephone and email, to remind and encourage claimants to complete their mandatory appointments.

21c. Purpose 2: To strengthen program integrity and reduced improper payments of unemployment compensation by states through the detection and prevention of such payments to individuals who are not eligible for such compensation.

Do you assure that the proposed RESEA program design and planned activities conform to purpose 2 as described in Element 21c.?

Yes No

21d. Insert brief description of specific RESEA program elements and/or activities that support purpose 2.

The feedback loop between LWDB career center staff and RA staff regarding whether a claimant attended the required RESEA appointment helps to reduce improper payments. Career center staff record non-attendance in the Employ Florida system, which results in the claimant being referred to Reemployment Assistance staff for fact finding and adjudication. Upon receiving information about non-attendance, RA staff are required to timely initiate the fact-finding process to determine why the claimant did not attend the appointment. In this fact-finding process, RA staff may uncover other eligibility issues that may not have been discovered until a later date. Improper payments may be reduced by the fact-finding process because RA staff may identify a potential eligibility issue earlier in the claim as opposed to the end of the claim.

21e. Purpose 3: To promote alignment with the broader vision of the Workforce Innovation and Opportunity Act (WIOA) (29 U.S.C. 3101 *et seq.*) of increased program integration and service delivery for job seekers, including claimants for unemployment compensation. (Note: Additional information about the vision of WIOA is provided in Training and Employment Guidance Letter No. 19-14, Vision for the Workforce System and Initial Implementation of the Workforce

Innovation and Opportunity Act and additional information specific State UI programs is provided in UIPL No.14-18, Unemployment Insurance and the Workforce Innovation and Opportunity Act).

Do you assure that the proposed RESEA program design and planned activities conform to purpose 3 as described in Element 21e?

Yes No

21f. Insert brief description of specific RESEA program elements and/or activities that support purpose 3 including information about how RESEA has been integrated into the State’s workforce system and network of AJCs.

In Florida, most RA claimants are registered as job seekers in Employ Florida within 24 hours of filing for benefits. This includes the claimant’s email address, if supplied, and a partial work history. Claimants are also required to complete the full work registration process in Employ Florida, which includes providing their full background information, creating or uploading a resume with their complete work history, and entering their skills. The skills matching functionality of Employ Florida is used to generate an initial listing of current jobs posted in the system based on the work history and/or the job skills the claimant entered. As a result, an automatic email is sent to the claimant that provides:

- Employ Florida log-in information.
- Link to the initial list of jobs matched to the claimant's work history and/or job skills.
- Link to complete a full resume and begin active use of the system to search and apply for jobs.

This information is immediately available to staff who contact claimants to provide information about available career center services.

The full registration process in the Employ Florida system provides career center staff with integral information that may be used to target reemployment services to claimants and job seekers. Some claimants elect to complete an online skills assessment which is available to individuals' seeking Reemployment Assistance and job services. LWDBs use results obtained from the assessment to provide a customized and tiered level of service. Higher scores or results from the assessment may indicate the claimant is equipped with skills to seek jobs and obtain employment before their benefits expire. These individuals require less staff intervention. Lower scores typically indicate a claimant may require more intensive staff intervention before being job ready. Also, as previously discussed

in element 21b, each RESEA participant receives an orientation about the career center's services. This allows for increased program integration as claimants are directly informed about services available through not only RESEA, but other workforce programs operated by the career center. Lastly, career center staff refer claimants to additional reemployment services and other services, as appropriate, for the claimant's specific needs. This further supports increased program integration.

21g. Purpose 4: To establish reemployment service and eligibility assessment as an entry point for individuals receiving unemployment compensation into other workforce system partner programs.

Do you assure that the proposed RESEA program design and planned activities conform to purpose 4 as described in Element 21g?

Yes No

21h. Insert brief description of specific RESEA program elements and/or activities that support purpose 4.

Florida uses its WPRS pool to select RA claimants for participation. RESEA serves as an entry point into the workforce system for many RA claimants. As such, it provides exposure and access to the other workforce system partner programs based on their individual needs in addition to the program elements and activities outlined in elements 21a Purpose 1 and Purpose 3 and as follows:

- An orientation about the career center's services.
- An initial assessment to determine the claimant's strengths, weaknesses, and barriers to employment.
- The provision of labor market information unique to the participant's past or future occupation and work experience. If the labor market information shows the participant's occupation to be in decline, they may be referred for training.
- An employability development plan developed jointly by career center staff and the claimant.
- Referral to at least one work-search activity such as resume writing or interviewing workshops.
- Referral to training, if needed.

22a. Evidence-based Standards and Evaluation Requirements

Each state must provide assurances and a description of how the state's RESEA program will satisfy the requirement to use grant funds only for interventions and service delivery strategies designed to reduce the number of weeks for which program participants receive unemployment compensation by improving employment outcomes for participants, including

employment and earnings. States implementing RESEA interventions or service delivery strategies without a high or moderate causal rating must be under evaluation at the time of use. (Section 306(e)(1)(B), SSA).

Do you assure that the state’s RESEA program will satisfy the requirement to use grant funds only for interventions and service delivery strategies designed to reduce the number of weeks for which program participants receive unemployment compensation by improving employment outcomes for participants, including employment and earnings?

Yes No

22b. Is your state using interventions that have received a ‘High’ or ‘Moderate’ RESEA causal rating in the Clearinghouse for Labor Education and Research (CLEAR)?

Yes No

22c. Insert a description of the evidence-based interventions and service delivery strategies the State plans to use to speed reemployment, including specific references to the evidence relied upon.

The evidence-based interventions DEO plans to use to decrease claimants’ time to reemployment will include, but not be limited to, the casual impact analysis provided by the Clearinghouse for Labor Evaluation and Research (CLEAR).

The updated profiling model is based on three years of claimant history used to determine the relationship between each variable and a claimant's likelihood of exhausting benefits (the model coefficients). The R application was used to clean and analyze the historical claimant data, as well as to develop the revised profiling model. A logistic regression model was used in the modeling since the outcome is binary, so claimants either exhaust benefits or do not exhaust benefits. Predicted probabilities of exhaustion for each claimant are determined by multiplying each coefficient by the appropriate variable value. Parameters were estimated for the revised profiling model and preliminary checks were completed to determine how workload for the LWDBs would change under implementation of the revised profiling model.

Variables for the new profiling model include weekly benefit amount, education level, county of residence at the time of submission, occupational group, separation reason, and unemployment rate in the county of residence at time of submission. Occupational group was selected in place of industry group and weekly benefit amount was selected in place of the weekly wage replacement rate due to

the availability of each respective data element. Parameters for the revised profiling model were estimated using claimant data between October 2015 and May 2018.

This evidence-based intervention aligns with the Evaluation of Worker Profiling and Reemployment Services Systems: Final Report (Dickinson et al. 1999). Finally, DEO ensures the following claimants are excluded prior to scheduling claimants from the pool of applicants: claimants who have a definite return-to-work date that is within eight weeks of the date their Reemployment Assistance application was filed; claimants who secure work only through a union hall; and claimants who are in approved training.

Describe which interventions your state is using that have received ‘High’ or ‘Moderate’ ratings in CLEAR. Be sure to cite the specific name of the study of an intervention and when the report was published.

Description of Intervention	High/Moderate Rating in CLEAR	Name of Study	Study published (MM/YYYY)
Provision of eligibility and reemployment case management services to Reemployment Assistance claimants. Reemployment Assistance claimants have received at least one week of benefits under the new claim and do not have a scheduled return to a previous employer.	High	Impact of the Reemployment and Eligibility Assessment Initiative (Poe-Yamagata et al. 2011)	November 14, 2014
Provision of job search and placement assistance.	High	Assisting Unemployment Insurance claimants: The long-term impacts of the Job Search Assistance Demonstration (Decker et al. 2000)	January 12, 2015
Provision of job search and placement assistance.	High	Long-term effects of job search assistance: Experimental evidence using administrative tax data (Manoli et al. 2018)	October 1, 2018
Impacts of providing eligibility assessment and reemployment services to Reemployment Assistance claimants.	High	Evaluation of impacts of the Reemployment and Eligibility Assessment (REA) Program: Final report (Klerman et al. 2019)	February 13, 2020

22d. Insert an explanation of how such interventions and service delivery strategies are appropriate to the population served.

DEO's revised profiling model is supported by local labor market information and economic trends which provide flexibility to target claimants from a variety of backgrounds and lengths of time receiving benefits based on local needs. As previously described, each RESEA participant receives:

- An orientation about the career center's services.
- An initial assessment to determine the claimant's strengths, weaknesses, and barriers to employment.
- Labor market information unique to the participant's past or future occupation and work experience.
- If the labor market information shows the participant's occupation to be in decline, they may be referred for training.
- An Employability Development Plan developed jointly by career center staff and the claimant.
- Referral to at least one work-search activity such as résumé writing or interviewing workshops.
- Referral to training, if needed. This service delivery strategy is appropriate to the population served as there is demonstrated evidence that the employment outcomes of unemployed individuals who receive employment and training services through the workforce system are higher than of those who do not receive such services.

22e. Do you assure that the planned RESEA interventions or service delivery strategies that do not have a high or moderate causal rating are under evaluation at the time of use?

Yes No Not Applicable (all interventions have a high or moderate causal rating)

If "Not Applicable" please advance to 22g.

22f. Insert, a description of the evaluation structure the State plans to use for interventions and service delivery strategies without at least a moderate or high causal evidence rating. This evaluation structure may include a whole program evaluation, evaluation of specific program components/interventions, or national evaluations conducted by the U.S. Department of Labor (USDOL) or by other entities.

- **Explain what the intervention that your state is planning to evaluate, and how it is being implemented within the RESEA program.**

<ul style="list-style-type: none"> • Describe the type of evaluation being planned by your state, e.g., impact study using random assignment or quasi-experimental design. N/A 	
<p>22g. Total funds that will be set aside to conduct or cause to be conducted evaluations of interventions used in carrying out the RESEA Program. This amount is limited to 10 percent of grant award (Section 306(d)(2), SSA).</p>	<p>\$ 859,088.80</p>
<p>22h. Insert a description of any evaluations of reemployment interventions and service delivery strategies conducted in the prior fiscal and any data collected on:</p> <ol style="list-style-type: none"> 1. Characteristics of program participants. 2. Number of weeks for which program participants receive unemployment compensation; and 3. Employment and other outcomes for program participants consistent with State performance accountability measures provided by the State unemployment compensation program and performance outcome measures as defined in section 116(b) of the Workforce Innovation and Opportunity Act (29 U.S.C. 3141(b)). <p>Examples: In addition to information from formal evaluations, states may include information from other forms of analyses such as reviews of administrative data or analysis of quarterly reporting provided to USDOL.</p> <p><u>Florida procured a third-party evaluator in December 2022 to perform the second year of a three-year evaluation. The second year of evaluation commenced in January 2023.</u></p>	
<p>22i. Complete below chart providing additional information about RESEA component/activities, their causal rating, the costs associated with that component/activity, and what percentage it is of the current grant.</p> <p style="text-align: center;">EVIDENCE BASED FUNDING</p>	

	RESEA Component/Activity (a)	Causal Rating (Moderate; High) (b)	RESEA Cost of Component/Activity (c)	Percentage of Current Grant (d)
1.	Eligibility Review	High	\$544,407.00	6.34%
2.	Labor Market Information	High	\$1,088,814.00	12.67%
3.	Employability Development Plan	High	\$1,633,219.00	19.01%
4.	Providing information and access to American Job Center (AJC) services including career services (Orientation)	High	\$1,088,814.00	12.67%
5.	Job search and work search activities	High	\$1,088,814.00	12.67%
6.	Referral to training and/or additional services	High	\$1,088,814.00	12.67%
7.	Totals		<u>\$6,532,882.00</u>	76.04%

**ELEMENTS OF AN UNEMPLOYMENT INSURANCE (UI)
REEMPLOYMENT SERVICES AND ELIGIBILITY ASSESSMENT (RESEA) GRANT
STATE PLAN**

Instructions: All fields are required unless otherwise noted.

1. State Name: Florida Department of Economic Opportunity	
2. State Agency Administrator:	Name: Lindsay Volpe Title: Deputy Secretary Address: 107 E. Madison Street, Tallahassee, FL 32399
3. RESEA Program Lead(s)/Contact(s) The person(s) who can answer questions about the RESEA proposal.	Name: Christa Nelson Telephone: (850) 245-7492 E-mail: Christa.Nelson@DEO.MyFlorida.com
4. UI Program Lead/Contact The person who can answer questions about the UI aspects of the RESEA proposal. This person may also be the RESEA Program Lead/Contact.	Name: Benny Collazo Telephone: (954) 730-2612 E-mail: Benigno.Collazo@DEO.MyFlorida.com
5a. Total Project Cost for Proposed State Plan RESEA The total amount of funds requested in this grant, which may be up to the limit specified in annual RESEA operating guidance.	\$ <u>8,590,888.00</u> <input type="checkbox"/> Requesting less than full formula allotment

5b. Element 5 Additional Space – Use this field to break out project costs. Please include a narrative describing determinations for the current year and any issues that impacted the previous year’s expenditures. Be sure to discuss what this year’s project goals, e.g., staffing up, improving program tools, etc.

Project costs include - Personnel Costs \$239,700.00, Fringe Benefits \$91,088.00, Travel \$2,000.00, Supplies \$2,100.00, Contractual \$8,141,971.00, Other \$28,415.00, and Indirect Charges \$85,614.00.

Based on information reported by some of the Local Workforce Development Boards (LWDBs), a few of the contributing factors that impacted previous year’s expenditures were: participants’ lack of transportation, especially in rural areas; lack of computer access; and reemployment of some RESEA participants which no longer required participation in the RESEA program.

<p>6a. Carry-over: Total Funds from <u>prior</u> RESEA Grants Projected to carry-over.</p> <p>Please include expected date for full obligation and expenditure of these remaining funds.</p>	<p>FY <u>2022</u> \$ <u>1,554,787.81</u> Projected Obligation date: September 23, 2023</p> <p>Projected Expenditure date: September 23, 2023</p> <p>FY _____ \$ _____ Projected Obligation date:</p> <p>Projected Expenditure date:</p>	<p>TOTAL Dollar Amount <u>\$1,554,787.81</u></p>
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6b. Element 6 Additional Space – Use the text box to provide details for each year’s carry-over funds. Please explain why there are carry-over funds for each specific FY. Additionally, include how the funds will be used and a timeline for expenditure. If there is ‘Zero’ carry-over, please note this in the text field.

Florida’s local workforce development boards (LWDBs) have experienced a significant decrease in the number of claimants that attend appointments, leading to reduced expenditures and the need to carryover unexpended funds. The carryover funds will be used to continue offering the services as described below. DEO will work through the State Workforce Development Board and with each

<p>of the LWDBs to increase the attendance rate of claimants scheduled for RESEA appointments. The timeline for use of the RESEA carryover funds is March 2023 – September 30, 2023.</p>	
<p>7a. Total Service Delivery (Program) Cost</p> <p>Please include evaluation expenses in this element</p>	<p>\$ 8,505,274</p>
<p>7b. Element 7 Additional Space – Provide a breakout narrative listing the program costs, including a line for evaluation costs. The total program cost is \$8,505,274. Of the total program costs, \$859,009 is attributed to evaluation costs.</p>	
<p>8a. Total Administrative Costs</p> <p>The total amount of funds requested for program administrative costs. Please include a breakout of these costs.</p> <p>Note: This entry includes information technology (IT) costs</p>	<p>\$ 85,614.00 (Indirect cost rate of 45.55% of Total Personnel + Total Fringe benefits)</p>
<p>8b. Element 8 Additional Space – Use the space to elaborate on the administrative costs. Please include changes to staffing: IT expansion, other significant changes, etc.</p> <p>The \$85,614.00 is RESEA’s share of indirect costs under DEO’s indirect rate agreement approved by USDOL, according to the Indirect Rate Agreement, dated January 24, 2023. It contains the percent that is applied to the RESEA Program. The only administrative costs budgeted to the grant is the RESEA’s share of DEO’s Indirect cost allowed under DEO’s approved negotiated indirect cost rate agreement.</p>	
<p>9a. Completed Initial RESEA Staffing and Time</p> <p>Complete chart below on how specific required initial RESEA activities are staffed, the average time needed, and estimated costs. Use Element 9’s additional space provided after the chart to explain any of the chart figures and information.</p>	

<u>Activity</u>	<u>Staff</u> <u>(ES/WIOA/UI/ Other)</u>	<u>Individual/</u> <u>Group</u>	<u>In-Person,</u> <u>Remote,</u> <u>Virtual</u>	<u>Average</u> <u>Time</u> <u>(Minutes)</u>	<u>Staff Cost Per</u> <u>Hour</u> <u>(Dollars)</u>
EXAMPLE LINE	ES/WIOA	Individual	In-Person	20 minutes	\$70
Eligibility Review	UI	Individual	<u>In-Person,</u> <u>Remote,</u> <u>Virtual</u>	15 minutes	8.34
Labor Market Information	ES/WIOA	Individual	<u>In-Person,</u> <u>Remote,</u> <u>Virtual</u>	30 minutes	16.68
Individual Reemployment Plan	ES/WIOA	Individual	<u>In-Person,</u> <u>Remote,</u> <u>Virtual</u>	45 minutes	25.02
Providing information and access to American Job Center (AJC) services including career services	ES/WIOA	Individual/Group	<u>In-Person,</u> <u>Remote,</u> <u>Virtual</u>	30 minutes	16.68
Enrollment in Employment Services	ES	Individual	<u>In-Person,</u> <u>Remote,</u> <u>Virtual</u>	30 minutes	16.68
Providing support with individual reemployment plan.	ES/WIOA	Individual	<u>In-Person,</u> <u>Remote,</u> <u>Virtual</u>	45 minutes	25.029
Referrals to other services	ES/WIOA	Individual	<u>In-Person,</u> <u>Remote,</u> <u>Virtual</u>	30 minutes	16.68
Other activities performed in addition to required elements. Please describe any additional activities in element 9b.	ES/WIOA	Individual/Group	<u>In-Person,</u> <u>Remote,</u> <u>Virtual</u>	15 minutes	8.34

Pre-work (Preparation for RESEA)	ES	Individual	<u>In-Person,</u> <u>Remote,</u> <u>Virtual</u>	15 minutes	8.34
Post- work (casework notes etc.) following RESEA	ES	Individual	<u>In-Person,</u> <u>Remote,</u> <u>Virtual</u>	15 minutes	8.34
Totals				270 minutes	150.12

Note: please note that all eligibility determinations and redeterminations are funded through the regular UI funding for non-monetary determinations and not through the RESEA grant.

9b. Element 9 Additional space to explain any notable changes from the previous year, automated services that have expenses, ‘Zeros,’ efforts to prevent fraud or chart information that may need an explanation.

N/A

10a. Completed Subsequent RESEA Staffing and Time

Complete chart below on how specific subsequent RESEA activities are staffed and the average time needed.

N/A – Florida does not complete subsequent RESEA activities.

<u>Activity</u>	<u>Staff</u> <u>(ES/WIOA/UI/ Other)</u>	<u>Individual/Group</u>	<u>In-Person,</u> <u>Remote, Virtual</u>	<u>Average</u> <u>Time</u> <u>(Minutes)</u>	<u>Staff Cost Per</u> <u>Hour</u> <u>(Dollars)</u>
EXAMPLE LINE	ES	Individual	In-Person	10 minutes	\$78.96
Eligibility Review					
Labor Market Information					
Providing support with individual reemployment plan.					

Providing information and access to AJC services including career services					
Referrals to other services					
Other activities performed in addition to required elements. Please describe any additional activities in element 10b.					
Pre-work (Preparation for RESEA)					
Post- work (casework notes etc.) following RESEA					
Totals					
Note: please note that all eligibility determinations and redeterminations are funded through the regular UI funding for non-monetary determinations and not through the RESEA grant.					
10b. Element 10 Additional Space – Use the text field for any fields requiring additional explanation. N/A					
11a. Total Number of RESEAs Projected to be Scheduled	Initial to be Scheduled 60,224		Subsequent to be Scheduled 0		
11b. Element 11 Additional Space -- Please provide an explanation how the target number was determined. Including any significant changes from the previous years.					

<p>Due to the challenges with the number of claimants who failed to report in the previous program year, DEO has decided to carry forward the same target number and utilize new approaches to increase participation in the RESEA program. There are no significant changes.</p>		
<p>12a. Total Number of RESEAs Projected to be Completed</p>	<p>Initial to be Completed 24,786</p>	<p>Subsequent to be Completed 0</p>
<p>12b. Element 12 Additional Space – Please provide an explanation how the target number was determined. Including any significant changes from the previous year.</p> <p>Due to challenges with the number of claimants who failed to report in the previous program year, DEO has decided to carry forward the same target number. There are no significant changes.</p>		
<p>13a. Total Number of RESEAs Projected for which the Claimant will fail to report</p>	<p>Initial Fail to Report 35,438</p>	<p>Subsequent Fail to Report 0</p>
<p>13b. Element 13 Additional Space – Please provide an explanation how the target number was determined. Including any significant changes from the previous year.</p> <p>The target number is derived from data on the previous year’s failure rate. There were no significant changes from the previous year.</p>		
<p>14. Actions taken to reduce number of claimants failing to report.</p> <p>Provide a brief narrative that discusses any actions in the past year(s) and/or plans to carry out any activities under the proposed RESEA program to reduce the number of claimants failing to report, please identify and provide an analysis about the efforts.</p> <p>DEO explored the following strategies to reduce the number of claimants failing to report for RESEA services as follows:</p>		

- Conducted statewide training for the LWDBs, which included a discussion about practices for reducing the failure to report rate. There was also discussion with LWDB staff about how the LWDBs may restructure their notification letters based on behavioral insights.
- Conducted an in-person training during the state’s annual Workforce Development Summit to discuss best practices for reducing failures to report.
- Strongly encouraged LWDBs to reach out to claimants prior to their initial appointment to remind customers of their impending appointment.

The LWDBs continue to evaluate and enhance the use of technology in their service delivery models to increase remote participation.

In the upcoming year, DEO will actively engage with LWDB staff who conduct RESEA. This will include monthly workgroup meetings to provide technical assistance, identification of program issues to be addressed through state-level policy, and question/answer sessions with the LWDB staff. As a part of these sessions, DEO will engage LWDBs to share best/promising practices with their peers. DEO will also regularly review custom reports designed for RESEA staff to ensure timely data entry of customer attendance.

Additionally, DEO will establish a policy that LWDBs must make virtual or telephonic appointments available to RESEA participants, to help support participants who have cited multiple barriers to employment, such as transportation, and will request guidance from USDOL to utilize RESEA funding to provide transportation assistance to maximize dollars. DEO will also work toward aligning the LWDBs’ ERP form with the ERP form used by RA to streamline the eligibility determination process and explore leveraging a third-party to support the ERP process to maintain continuity of service.

15a. Is RESEA statewide Yes/No Check box

Yes No

If ‘Yes,’ then proceed to Element 16.

Note: RESEAs are considered statewide if operating in at least one location in each Workforce Innovation and Opportunity Act [WIOA] workforce development area.

<p>15b. Total number of RESEA Sites where RESEAs will be conducted. If RESEA is not statewide and is provided at limited sites, list the towns/cities or local workforce development areas where RESEA activities will be conducted. Additionally, if RESEA is not available statewide, Worker Profiling and Reemployment Services (WPRS) must be provided in areas where RESEA is not available.</p>	<p>Number of sites providing RESEAs: 24</p>	<p>Number of sites providing WPRS: N/A</p>
<p>15c. List RESEA locations if RESEA activities are not statewide: N/A</p>		
<p>15d. List WRPS locations if RESEA activities are not statewide: N/A</p>		
<p>16. Role of UI Staff</p> <p>Briefly describe the role played by UI staff in program management. Note: At a minimum, UI Staff must be involved with the following activities: Participating in the planning, administration, and oversight of the RESEA program; Training -- Providing all appropriate staff training on unemployment compensation (UC) eligibility requirements; Reports -- Ensuring accurate data are provided in the RESEA-required reports; and Conducting eligibility determinations and redeterminations resulting from issues identified through RESEA participation.</p> <p>Reemployment Assistance (RA) staff participate in the planning, administration, and oversight of the program through collaborative meetings with Workforce Services program staff to provide feedback related to the program. Workforce Services staff facilitate the operation of the RESEA program in Florida. At the local level, LWDB staff are responsible for the implementation of the program. Workforce Services staff provide training to LWDB staff on the program requirements and technical assistance to guide the day-to-day operations of the program.</p> <p>RA state merit staff are solely responsible for conducting the Eligibility Review Process (ERP); however, DEO is evaluating this process to determine the most effective approach for conducting the ERP. RA staff are housed within the DEO central office, rather than in local career centers. ERPs are performed after workforce activities have been completed by the claimant. RA supervisors train RA claims examiners and RA adjudicators on the ERP process, to ensure that ERPs are properly conducted, eligibility issues are</p>		

noted, and claims are adjudicated to determine whether a disqualification should be recorded. The RA supervisor randomly selects cases to review to identify and correct errors in the process. Based on the RESEA program model, program reports are completed by Workforce Services and RA staff, as appropriate.

The involvement of the RA team in developing and/or reviewing RESEA quarterly reports varies according to the requirements of the specific report being submitted. For the Employment and Training Administration (ETA) 9128 – RESEA Workload and ETA 9129 – RESEA Outcomes reports, RA is involved in the development and review of these reports. The ETA 9178 – Quarterly Narrative Progress Report, Unemployment Insurance Supplemental Budget Request Activities, is developed and reviewed by the DEO Bureau of One-Stop and Program Support, in coordination with the DEO Bureau of Financial Management.

17. Selection of RESEA Participants

Please describe the state’s methodology for selecting claimants to participate in the RESEA program and at what point in the claim series selections are made. If a profiling or statistical model is used, please describe the model including factors used and when the model was last updated/will be updated.

Florida uses its Worker Profiling and Reemployment Services (WPRS) pool for selecting RESEA participants. Working with USDOL, the state developed a profiling methodology which assigns a coefficient value to predict the likelihood of Reemployment Assistance benefit exhaustion. Those with the highest scores are deemed to be the most likely to exhaust benefits and are therefore selected for Florida's RESEA program. Unemployment Compensation for Ex-Service Members (UCX) claimants are included in the pool and receive the highest level of priority in the selection of participants. Claimants excluded from entering the WPRS pool include out-of-state residents, those with a return-to-work date within eight weeks of the layoff date, members of a labor union, claimants who are in approved training, and those who were issued their first payment after 42 days of filing their claim. The “after 42 days of filing their claim” aligns with the original Reemployment and Eligibility Assessment (REA) program and guidance provided by the U.S. Department of Labor in Section 6.B. of Unemployment Insurance Program Letter No. 17-13. This guidance indicates that the “State must contact UI REA participants no later than the fifth week of the claim and promptly schedule them for UI REA. The fifth week in the claim series means the fourth week after the week in which the claimant files an initial claim.” Florida’s current profiling model adheres to this guidance. Florida updated its profiling model in December 2022.

18a. Proper Notification – Please attach a copy of the template notification letter.

All states participating in the RESEA program must provide both assurance that, and description of how, individuals selected to participate in RESEA will receive proper notifications regarding the program’s eligibility conditions, requirements, and benefits. Proper notifications must be in clear and simple language and include warnings to ensure selected individuals are

fully aware of the consequences of noncompliance with the state’s policies related to non-attendance and/or nonfulfillment of UI work search requirements. (Section 306(e)(1)(A)(i), Social Security Act (SSA)).



RESEA Letter.docx

18b. Do you assure that proper notification as described in Element (18a) will be provided?

Yes No

18c. Insert description of notification process and attach template used for notifications.

Once claimants have been scheduled for their initial RESEA appointment, LWDBs print notification letters that are generated directly from the state’s labor exchange and case management system, Employ Florida. LWDBs use either brightly colored envelopes or paper when they mail the notifications of the RESEA appointments so they are more noticeable by claimants. Additionally, some LWDBs stamp the envelopes with the words "Reemployment Appointment" to gain claimants' attention and encourage them to open the letters. These letters are mailed 14-21 days ahead of the appointment to provide ample time for the individuals to plan to attend. The letters state that participation in the RESEA program is a condition of eligibility for reemployment assistance benefits, and that failure to participate will result in a delay or denial of benefits.

19a. Reasonable Scheduling Accommodations

To maximize participation in the RESEA program, the state must provide assurance that, and a description of how reasonable scheduling accommodations are made available to individuals selected for RESEA (Section 306(e)(1)(A)(ii), SSA).

Do you assure that reasonable scheduling accommodations are available to RESEA participants?

Yes No

19b. Insert a description of the reasonable scheduling accommodations provided. Please describe your rescheduling policies, procedures, and limitations for rescheduling. Be sure to identify which items have been automated versus in-person.

Florida allows claimants to reschedule their initial RESEA appointment and their work search activity appointment one time each within (plus or minus) seven days of the originally scheduled dates. Additional opportunities are not currently provided for further rescheduling to ensure claimants do not exhaust their RA benefits before completing their RESEA requirements.

20a. UI Feedback Loop and Adjudication.

Once selected for an initial or subsequent RESEA, claimants are required to participate in all components of the RESEA. Failure to report or participate in any aspect of the RESEA must result in referral to the UI agency for adjudication under the applicable state law. States must include a description of the UI feedback loop and adjudication process. As described in Unemployment Insurance Program Letter (UIPL) No. 14-18: *Unemployment Insurance and the Workforce Innovation and Opportunity Act*, an effective feedback loop: advises UI staff whether the claimant reported as directed and participated in the eligibility assessment and/or services, as appropriate; is in place for all reemployment service activities in which UI claimants are required to participate; and includes a process for referral to UI adjudication any eligibility issues identified in an eligibility review.

Insert a brief description regarding the feedback loop from the RESEA provider to the UI system on whether the claimants reported and participated in required activities as directed.

Florida's RESEA program is fully integrated into its labor exchange and case management system, Employ Florida. Once all RESEA services are complete, LWDB staff record this information in Employ Florida. The completion of RESEA services triggers the ERP, which is conducted by RA staff through telephone interviews. Similarly, once the additional reemployment services are completed, staff record this information in Employ Florida, and the eligibility review is triggered. DEO has identified an opportunity to streamline the forms used by LWDB staff and RA staff and is evaluating additional approaches to completing the ERP, such as leveraging a third-party to support the ERP process to maintain continuity of service to identify the most effective way to complete this process.

20b. Insert a brief description of the feedback loop established to refer any UC eligibility issues identified during the RESEA for adjudication.

If a claimant fails to meet the eligibility criteria of attending their initial RESEA appointment, LWDB staff record the non-attendance in Employ Florida and the claimant is referred to adjudication for fact finding. An RA adjudicator contacts the claimant by telephone and conducts fact finding to determine why the claimant did not report for the RESEA appointment(s) as instructed. Reasonable attempt criteria must be met when contacting the claimant. The claimant is questioned thoroughly to determine if an eligibility issue exists. If an issue exists, the appropriate non-monetary determination will be issued on the claim. If the claimant does not have a specific status on the claim (such as moved out-of-state, returned to work, etc.), the claimant may be determined ineligible to receive benefits for the week in which the failure to report to the RESEA appointment occurred. If the claimant does not respond to the RA adjudicator regarding the issue, the payment of benefits will be stopped on the claim.

21. Activities Supporting RESEA’s Statutory Purposes

Each state must provide assurance that, and description of how, the planned RESEA program will conform to the four statutory purposes identified below (Section 306(e)(1)(B), SSA).

21a. Purpose 1: To improve employment outcomes of individuals that receive unemployment compensation and to reduce the average duration of receipt of such compensation through unemployment.

Do you assure that the proposed RESEA program design and planned activities conform to purpose 1 as described in Element 21a?

Yes No

21b. Insert brief description of specific RESEA program elements and/or activities that support purpose 1.

In Florida, RESEA activities are conducted as one-on-one appointments, either in-person or virtually/telephonically, between the claimant and a case manager, as described below:

- The orientation, conducted in groups or individually, provides an overview of the RESEA program and its requirements, the services accessible at the career center, and information about partner programs and other community resources.
- The one-on-one initial assessment collects information related to the claimant's skills, education, and employment history.
- Each claimant is provided with labor market information that is tailored to their current or future employment goals.
- An employability development plan is created to outline the claimant's employment goal(s) and the appropriate steps to achieve the goal(s).

- Finally, each claimant is referred to at least one additional reemployment service that was identified during the appointment, such as resume, interview, financial management workshops, referrals to partner programs, training, etc.

In accordance with guidance received from USDOL, DEO permits LWDBs to use a flexible approach for claimants by conducting RESEA service delivery in person, by telephone, or virtually. LWDBs throughout the state use one or more of these approaches in their service delivery model to serve claimants. LWDB staff reach out multiple times to scheduled individuals prior to their appointment day via telephone and email, to remind and encourage claimants to complete their mandatory appointments.

21c. Purpose 2: To strengthen program integrity and reduced improper payments of unemployment compensation by states through the detection and prevention of such payments to individuals who are not eligible for such compensation.

Do you assure that the proposed RESEA program design and planned activities conform to purpose 2 as described in Element 21c.?

Yes No

21d. Insert brief description of specific RESEA program elements and/or activities that support purpose 2.

The feedback loop between LWDB career center staff and RA staff regarding whether a claimant attended the required RESEA appointment helps to reduce improper payments. Career center staff record non-attendance in the Employ Florida system, which results in the claimant being referred to Reemployment Assistance staff for fact finding and adjudication. Upon receiving information about non-attendance, RA staff are required to timely initiate the fact-finding process to determine why the claimant did not attend the appointment. In this fact-finding process, RA staff may uncover other eligibility issues that may not have been discovered until a later date. Improper payments may be reduced by the fact-finding process because RA staff may identify a potential eligibility issue earlier in the claim as opposed to the end of the claim.

21e. Purpose 3: To promote alignment with the broader vision of the Workforce Innovation and Opportunity Act (WIOA) (29 U.S.C. 3101 *et seq.*) of increased program integration and service delivery for job seekers, including claimants for unemployment compensation. (Note: Additional information about the vision of WIOA is provided in Training and Employment Guidance Letter No. 19-14, Vision for the Workforce System and Initial Implementation of the Workforce

Innovation and Opportunity Act and additional information specific State UI programs is provided in UIPL No.14-18, Unemployment Insurance and the Workforce Innovation and Opportunity Act).

Do you assure that the proposed RESEA program design and planned activities conform to purpose 3 as described in Element 21e?

Yes No

21f. Insert brief description of specific RESEA program elements and/or activities that support purpose 3 including information about how RESEA has been integrated into the State’s workforce system and network of AJCs.

In Florida, most RA claimants are registered as job seekers in Employ Florida within 24 hours of filing for benefits. This includes the claimant’s email address, if supplied, and a partial work history. Claimants are also required to complete the full work registration process in Employ Florida, which includes providing their full background information, creating or uploading a resume with their complete work history, and entering their skills. The skills matching functionality of Employ Florida is used to generate an initial listing of current jobs posted in the system based on the work history and/or the job skills the claimant entered. As a result, an automatic email is sent to the claimant that provides:

- Employ Florida log-in information.
- Link to the initial list of jobs matched to the claimant's work history and/or job skills.
- Link to complete a full resume and begin active use of the system to search and apply for jobs.

This information is immediately available to staff who contact claimants to provide information about available career center services.

The full registration process in the Employ Florida system provides career center staff with integral information that may be used to target reemployment services to claimants and job seekers. Some claimants elect to complete an online skills assessment which is available to individuals' seeking Reemployment Assistance and job services. LWDBs use results obtained from the assessment to provide a customized and tiered level of service. Higher scores or results from the assessment may indicate the claimant is equipped with skills to seek jobs and obtain employment before their benefits expire. These individuals require less staff intervention. Lower scores typically indicate a claimant may require more intensive staff intervention before being job ready. Also, as previously discussed

in element 21b, each RESEA participant receives an orientation about the career center's services. This allows for increased program integration as claimants are directly informed about services available through not only RESEA, but other workforce programs operated by the career center. Lastly, career center staff refer claimants to additional reemployment services and other services, as appropriate, for the claimant's specific needs. This further supports increased program integration.

21g. Purpose 4: To establish reemployment service and eligibility assessment as an entry point for individuals receiving unemployment compensation into other workforce system partner programs.

Do you assure that the proposed RESEA program design and planned activities conform to purpose 4 as described in Element 21g?

Yes No

21h. Insert brief description of specific RESEA program elements and/or activities that support purpose 4.

Florida uses its WPRS pool to select RA claimants for participation. RESEA serves as an entry point into the workforce system for many RA claimants. As such, it provides exposure and access to the other workforce system partner programs based on their individual needs in addition to the program elements and activities outlined in elements 21a Purpose 1 and Purpose 3 and as follows:

- An orientation about the career center's services.
- An initial assessment to determine the claimant's strengths, weaknesses, and barriers to employment.
- The provision of labor market information unique to the participant's past or future occupation and work experience. If the labor market information shows the participant's occupation to be in decline, they may be referred for training.
- An employability development plan developed jointly by career center staff and the claimant.
- Referral to at least one work-search activity such as resume writing or interviewing workshops.
- Referral to training, if needed.

22a. Evidence-based Standards and Evaluation Requirements

Each state must provide assurances and a description of how the state's RESEA program will satisfy the requirement to use grant funds only for interventions and service delivery strategies designed to reduce the number of weeks for which program participants receive unemployment compensation by improving employment outcomes for participants, including

employment and earnings. States implementing RESEA interventions or service delivery strategies without a high or moderate causal rating must be under evaluation at the time of use. (Section 306(e)(1)(B), SSA).

Do you assure that the state’s RESEA program will satisfy the requirement to use grant funds only for interventions and service delivery strategies designed to reduce the number of weeks for which program participants receive unemployment compensation by improving employment outcomes for participants, including employment and earnings?

Yes No

22b. Is your state using interventions that have received a ‘High’ or ‘Moderate’ RESEA causal rating in the Clearinghouse for Labor Education and Research (CLEAR)?

Yes No

22c. Insert a description of the evidence-based interventions and service delivery strategies the State plans to use to speed reemployment, including specific references to the evidence relied upon.

The evidence-based interventions DEO plans to use to decrease claimants’ time to reemployment will include, but not be limited to, the casual impact analysis provided by the Clearinghouse for Labor Evaluation and Research (CLEAR).

The updated profiling model is based on three years of claimant history used to determine the relationship between each variable and a claimant's likelihood of exhausting benefits (the model coefficients). The R application was used to clean and analyze the historical claimant data, as well as to develop the revised profiling model. A logistic regression model was used in the modeling since the outcome is binary, so claimants either exhaust benefits or do not exhaust benefits. Predicted probabilities of exhaustion for each claimant are determined by multiplying each coefficient by the appropriate variable value. Parameters were estimated for the revised profiling model and preliminary checks were completed to determine how workload for the LWDBs would change under implementation of the revised profiling model.

Variables for the new profiling model include weekly benefit amount, education level, county of residence at the time of submission, occupational group, separation reason, and unemployment rate in the county of residence at time of submission. Occupational group was selected in place of industry group and weekly benefit amount was selected in place of the weekly wage replacement rate due to

the availability of each respective data element. Parameters for the revised profiling model were estimated using claimant data between October 2015 and May 2018.

This evidence-based intervention aligns with the Evaluation of Worker Profiling and Reemployment Services Systems: Final Report (Dickinson et al. 1999). Finally, DEO ensures the following claimants are excluded prior to scheduling claimants from the pool of applicants: claimants who have a definite return-to-work date that is within eight weeks of the date their Reemployment Assistance application was filed; claimants who secure work only through a union hall; and claimants who are in approved training.

Describe which interventions your state is using that have received ‘High’ or ‘Moderate’ ratings in CLEAR. Be sure to cite the specific name of the study of an intervention and when the report was published.

Description of Intervention	High/Moderate Rating in CLEAR	Name of Study	Study published (MM/YYYY)
Provision of eligibility and reemployment case management services to Reemployment Assistance claimants. Reemployment Assistance claimants have received at least one week of benefits under the new claim and do not have a scheduled return to a previous employer.	High	Impact of the Reemployment and Eligibility Assessment Initiative (Poe-Yamagata et al. 2011)	November 14, 2014
Provision of job search and placement assistance.	High	Assisting Unemployment Insurance claimants: The long-term impacts of the Job Search Assistance Demonstration (Decker et al. 2000)	January 12, 2015
Provision of job search and placement assistance.	High	Long-term effects of job search assistance: Experimental evidence using administrative tax data (Manoli et al. 2018)	October 1, 2018
Impacts of providing eligibility assessment and reemployment services to Reemployment Assistance claimants.	High	Evaluation of impacts of the Reemployment and Eligibility Assessment (REA) Program: Final report (Klerman et al. 2019)	February 13, 2020

22d. Insert an explanation of how such interventions and service delivery strategies are appropriate to the population served.

DEO's revised profiling model is supported by local labor market information and economic trends which provide flexibility to target claimants from a variety of backgrounds and lengths of time receiving benefits based on local needs. As previously described, each RESEA participant receives:

- An orientation about the career center's services.
- An initial assessment to determine the claimant's strengths, weaknesses, and barriers to employment.
- Labor market information unique to the participant's past or future occupation and work experience.
- If the labor market information shows the participant's occupation to be in decline, they may be referred for training.
- An Employability Development Plan developed jointly by career center staff and the claimant.
- Referral to at least one work-search activity such as résumé writing or interviewing workshops.
- Referral to training, if needed. This service delivery strategy is appropriate to the population served as there is demonstrated evidence that the employment outcomes of unemployed individuals who receive employment and training services through the workforce system are higher than of those who do not receive such services.

22e. Do you assure that the planned RESEA interventions or service delivery strategies that do not have a high or moderate causal rating are under evaluation at the time of use?

Yes No Not Applicable (all interventions have a high or moderate causal rating)

If "Not Applicable" please advance to 22g.

22f. Insert, a description of the evaluation structure the State plans to use for interventions and service delivery strategies without at least a moderate or high causal evidence rating. This evaluation structure may include a whole program evaluation, evaluation of specific program components/interventions, or national evaluations conducted by the U.S. Department of Labor (USDOL) or by other entities.

- **Explain what the intervention that your state is planning to evaluate, and how it is being implemented within the RESEA program.**

<ul style="list-style-type: none"> • Describe the type of evaluation being planned by your state, e.g., impact study using random assignment or quasi-experimental design. N/A 	
<p>22g. Total funds that will be set aside to conduct or cause to be conducted evaluations of interventions used in carrying out the RESEA Program. This amount is limited to 10 percent of grant award (Section 306(d)(2), SSA).</p>	<p>\$ 859,088.80</p>
<p>22h. Insert a description of any evaluations of reemployment interventions and service delivery strategies conducted in the prior fiscal and any data collected on:</p> <ol style="list-style-type: none"> 1. Characteristics of program participants. 2. Number of weeks for which program participants receive unemployment compensation; and 3. Employment and other outcomes for program participants consistent with State performance accountability measures provided by the State unemployment compensation program and performance outcome measures as defined in section 116(b) of the Workforce Innovation and Opportunity Act (29 U.S.C. 3141(b)). <p>Examples: In addition to information from formal evaluations, states may include information from other forms of analyses such as reviews of administrative data or analysis of quarterly reporting provided to USDOL.</p> <p><u>Florida procured a third-party evaluator in December 2022 to perform the second year of a three-year evaluation. The second year of evaluation commenced in January 2023.</u></p>	
<p>22i. Complete below chart providing additional information about RESEA component/activities, their causal rating, the costs associated with that component/activity, and what percentage it is of the current grant.</p> <p style="text-align: center;">EVIDENCE BASED FUNDING</p>	

	RESEA Component/Activity (a)	Causal Rating (Moderate; High) (b)	RESEA Cost of Component/Activity (c)	Percentage of Current Grant (d)
1.	Eligibility Review	High	\$544,407.00	6.34%
2.	Labor Market Information	High	\$1,088,814.00	12.67%
3.	Employability Development Plan	High	\$1,633,219.00	19.01%
4.	Providing information and access to American Job Center (AJC) services including career services (Orientation)	High	\$1,088,814.00	12.67%
5.	Job search and work search activities	High	\$1,088,814.00	12.67%
6.	Referral to training and/or additional services	High	\$1,088,814.00	12.67%
7.	Totals		<u>\$6,532,882.00</u>	76.04%

**Attachment D: Negotiated Indirect Cost Rate
Agreement (*if applicable*)**