

**Request for Proposals**

**for the**

**Employment Program for Young Adults with Disabilities**

**FY’21 Appropriation**

**Issued by**

**Commonwealth Corporation**

**RESPONSES DUE:** March 2, 2021 by 5:00 PM EST

Upload electronic submission to the following link:

[**https://commcorp.tfaforms.net/328871**](https://commcorp.tfaforms.net/328871)

Bidders can submit questions and sign up for notifications here:

**https://commcorp.tfaforms.net/328873**

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**Employment Program for Young Adults with Disabilities**

**FY’21 APPROPRIATION**

**REQUEST FOR PROPOSALS**

Section One: Grant Program Goals & Funding Availability

1. ***About the Initiative:*** The Employment Program for Young Adults with Disabilities Program is funded through a General Appropriation Act in the Fiscal Year 2021 State Budget (7003-0607). Commonwealth Corporation is seeking applications from partnerships led by a community-based organization with:
   1. demonstrated success and expertise in preparing young adults with disabilities for employment, placing them in unsubsidized positions, and providing post-placement support that leads to employment retention and,
   2. evidence of effective partnerships with employers that engage them in program design and delivery and have resulted in placements and retained employment of young adults with disabilities in targeted occupations at the employers’ workplaces

This state-funded initiative is administered by Commonwealth Corporation on behalf of the Executive Office of Labor and Workforce Development.

1. ***Funding Availability & Grant Award Amount:*** Approximately $225,000 is available for this grant program. Applicants may not request more than $75,000. The average anticipated grant award will be $50,0000.
2. ***Allowable Costs:***  Funds may be used for costs associated with delivering training and placement activities, and other services to prepare participants for success in the targeted occupation(s), to optimize opportunities for participant learning and career development, and to achieve placement for participants. Specifically, funds may be used to support the following:

* Outreach, recruitment, assessment, and selection
* Support services needed to ensure participants’ success, such as transportation, childcare, text books, uniforms and tools
* Training delivery, including classroom and formal on-the-job training
* Stipends for participating in training and work experience
* Staff time for partnership and program coordination, job development, case management and data entry

**Section Two: Eligible Lead Applicants & Partners**

1. ***Eligible Applicants:*** The eligible lead applicants are community-based organizations[[1]](#footnote-1) with:

* demonstrated success and expertise in preparing young adults with disabilities for employment, placing them in unsubsidized positions, and providing post-placement support that leads to employment retention and,
* evidence of effective partnerships with employers that engages them in program design and delivery and has resulted in placements and retained employment of young adults with disabilities in targeted occupations at the employers’ workplaces.

1. ***Required Partnership Members:*** Collectively, the members of the partnership must have demonstrated experience, success and current capacity in providing occupationally focused training and placement programs for the target population, including support services, education, training, and employment services. The Grant Application Package must include signed letters of support or a signed Memorandum of Agreement demonstrating the commitment and role of each of the partnership members. **The partnership must at a minimum include two businesses with operations in Massachusetts that employ Massachusetts residents in the target occupation(s).** Businesses must provide information about current vacancies for the target occupation(s) and commit to consider applicants from the proposed program.
2. ***Expanding Partnership Requirement:*** In an effort to continue to expand capacity of programs serving young adults with disabilities, applicants awarded funding will be required to establish relationships with at least one new employer partner by the end of the grant period. Applicants awarded funding will be required to submit documentation (e.g. a signed memorandum of agreement) as evidence of this new relationship along with their final report at the conclusion of their grant award.

Section Three: Training Program Design Requirements

1. ***Target Populations:*** Applicants must propose to serve young adults with disabilities as described by the following criteria:

* Be unemployed and,
* Have a diagnosed disability and,
* Between 18 and 35 years old and,
* Not enrolled in high school (may or may not have received a credential)

Applicants may propose a narrower target population and should be as specific as possible when describing their target population and the applicant’s history and competence in working with them.

1. ***Target Occupations***: Applicants must provide training and placement services that prepare individuals to meet a regional business’ skill and work readiness requirements for in demand occupation(s). Applicants should identify a specific occupation to be targeted and propose a training program that prepares individuals for that specific occupation. We recognize that there are occupations with identical required skills and credentials for entry. Applicants may propose to train individuals for multiple target occupations if the required skills and credentials are identical and can be attained through participation in the same training program.
2. ***Program Design Requirements:*** Applicants must include the following components in their proposed program:
   * Career and work readiness training
   * Occupational skills training directly related to demand occupations identified by the employer partners
   * Work experience (such as internships)
   * Job development and placement
   * Post-placement support
   * Coaching and case management
   * Support services and resources as needed to participate in training and transition to work
3. ***Expanding Partnership Requirement:*** In an effort to continue to expand capacity of programs serving young adults with disabilities, applicants awarded funding will also be required to establish relationships with at least one new employer partner by the end of the grant period. Applicants awarded funding will be required to provide documentation as evidence of this new relationship along with their final report.
4. ***Outcome Expectations***: Commonwealth Corporation has established a projected placement rate of 66.7% of enrollees based on findings from the benchmarking report, “Apples to Apples: Making Data Work for Community-Based Workforce Development Programs” published by the Corporation for a Skilled Workforce (<https://skilledwork.org/wp-content/uploads/2016/05/A2A-update-full-report-FINALMay102016.pdf>) and Commonwealth Corporation’s experience, with an understanding of the current COVID-19 context. Applicants may propose a different placement rate along with an explanation. This explanation should cite specific performance rates documented for a similar program design serving a similar population.

Section Four: Administrative Requirements

1. ***Participant Level Data Reporting Requirements*:** Grantees will be required to enter participant-level data into a data tracking system provided by Commonwealth Corporation at least quarterly. Data will include basic demographics, services received, and outcomes achieved.
2. ***Program Progress Reporting Requirements:*** Grantees will be required to submit the following narrative reports using templates supplied by Commonwealth Corporation:

Narrative Report: This report will be due no more frequently than monthly and will include an update and reflection on progress in meeting performance measures and reporting the project’s successes and challenges.

Final Report: This report will be submitted within 30 days of the contract period end date and will document what was achieved through the investment of these funds. This report will inform future funding practices and provide information that could be used more generally among organizations doing similar work. The format for this report will be provided to grantees after a contract is awarded.

1. ***Program & Fiscal Monitoring:*** Commonwealth Corporation is responsible for ensuring that organizations receiving grant funds:
2. have the fiscal and program systems needed to meet all relevant federal and state requirements;
3. meet the terms of the grant award outlined in the contract with Commonwealth Corporation;
4. provide quality services to program participants; and
5. expend grant funds only for allowable activities.

To fulfill this responsibility, Commonwealth Corporation may periodically request and review documentation related to the grantee organization and grant expenses and activities. Additional information will be provided after a contract is awarded.

1. ***Payment:*** Funds will be disbursed on a cost reimbursement basis. Grantees will submit invoices on a monthly basis using an invoice template, supplied by Commonwealth Corporation. Grantees will only be reimbursed for expenses incurred during the period of the contract. Grantees are required to maintain and submit, upon request, back-up documentation for expenses.
2. ***Technical Assistance:*** Each grantee will be assigned a Commonwealth Corporation Program Manager and must assign a main point of contact at their organization who is accountable for the grant. The Commonwealth Corporation Program Manager will be available to support grantees through the duration of the grant, answering questions about operational issues as well as providing technical assistance to ensure grantees meet their performance outcomes. This includes consultation on best practices for work readiness and additional population specifies resources, where applicable, for example: [*Signal Success*](http://signalsuccess.org/), work readiness curriculum for youth and young adults with intellectual and development al disabilities. Additional information is posted on our website.
3. ***Project Terms and Conditions*:**  Grantees will be required to abide by Commonwealth Corporation’s Standard Contract Terms and Conditions which will be provided during contract negotiation. Applicants may review these terms and conditions prior to submitting an application by contacting Anthony Britt at [abritt@commcorp.org](mailto:abritt@commcorp.org) to request a copy. In addition, all final contracts are subject to negotiation of a final statement of work.

Section Five: Submission Schedule & Instructions for Submission

1. ***Submission Schedule***

|  |  |
| --- | --- |
| **Activity** | **Date** |
| Request for Proposals Released | February 9, 2021 |
| Deadline to Submit Written Questions | February 19, 2021 |
| All Answers to Written Questions Posted on Website | February 22, 2021 |
| Applications Due No Later Than | March 2, 2021 by 5:00 PM EST |
| Applicants Notified of Status | March 2021 |
| Anticipated Contract Start Date | April 1, 2021 (tentative) |
| Contract End Date | June 30, 2021 |

1. ***Clarification Period*:** Questions about this grant program will be accepted in writing from February 9, 2021 through February 19, 2021. Please submit questions via the following link: [**https://commcorp.tfaforms.net/328873**](https://commcorp.tfaforms.net/328873). All questions will be responded to and posted on Commonwealth Corporation’s website at [www.commcorp.org](http://www.commcorp.org). Applicants can sign up at **https://commcorp.tfaforms.net/328873** to receive email notifications when new responses are posted. However, all potential applicants are advised to check the Commonwealth Corporation’s website periodically for additional information and updates until submissions are due.
2. ***Application*** ***Submission Instructions*:** Grant Application Packages are due on March 2, 2021 by 5:00 PM EST. Please upload your submission electronically to the following link: **https://commcorp.tfaforms.net/328871**. In order to upload your submission, you will need to complete a form that provides the following information: (1) the **Name** of the lead applicant organization, (2) the lead applicant organization’s **Federal Employer ID Number**, (3) the lead applicant organization’s **Department of Unemployment Assistance ID Number**, (4) the **Total Program Funds Requested**, and (5) the lead applicant organization’s **Primary Contact Person** (to be notified upon decision of grant award).

Applicants should review all components prior to uploading in order to ensure they have completed all of the required information. Narrative forms must be submitted together as a single MS Word file format. The Budget and Outcome Form must be submitted together as a MS Excel file format. Signed Memoranda of Agreement or letters of support must be scanned and submitted in the form of a single PDF file. Should you encounter any submission issues, please contact Anthony Britt at [abritt@commcorp.org](mailto:abritt@commcorp.org) or 617-717-6909.

1. The following documents make up the required components of the Grant Application Package. Failure to provide any of the documents or materials listed below may result in the disqualification of the application.

**Upload 1 - Attachment 1: Application Summary Form**

This form provides Commonwealth Corporation with summary level information about the proposed program. You may adjust the spacing as needed to accommodate your answers. This form should be the title page of your Grant Application Package.

**Upload 1 - Attachment 2: Program Application Narrative Form**

This form provides a list of questions that you must address in your application. Answer all the questions included on the Narrative Form. Do not change the order of the questions/sections. You may adjust the spacing in each section of the Narrative Form to accommodate your answers. Do not use a font size smaller than size 11 and margins less than one inch. The page limit for the Program Application Narrative Form is 7 pages.

**Upload 2 - Attachment 3a, 3b: Budget & Budget Narrative Forms**

Attachment 3a and 3b are the Budget and Budget Narrative Forms. These are included as a separate MS Excel Workbook labeled “FY21 Employment Program for Young Adults with Disabilities Application Budget and Outcome Forms.” You must submit a detailed budget request using the provided forms. The budget will also become the financial basis for any grant award, and for making cost reimbursement payments over the course of the project. Commonwealth Corporation reserves the right to modify application budgets prior to and/or after grant award.

**Upload 2 - Attachment 4: Outcome Chart**

Attachment 4 is the Outcome Chart Form. This is included within the MS Excel Workbook labeled “FY21 Employment Program for Young Adults with Disabilities Application Budget and Outcome Forms.” Complete the Outcomes Form with goals for enrollment, completion, and job placement measured at 30 days retention. These outcomes will be contract deliverables. Please note the guidelines for minimum outcomes benchmarks.

**Upload 3 - Attachment 5: Memorandum of Agreement (MOA) or Letters of Support**

The Grant Application Package must include signed letters of support or a signed Memorandum of Agreement demonstrating the commitment and role of each of the partnership members. Due to the ongoing impacts of the COVID-19 pandemic, we will accept emails as evidence of partnership support. **The partnership must at a minimum include two businesses with operations in Massachusetts that employ Massachusetts residents in the target occupation(s).** Businesses must provide information about current vacancies for the target occupation(s) and commit to consider applicants from the proposed program.

**Upload 4 - Attachment 6: Certificate of Good Standing**

All lead applicants must submit a Certificate of Good Standing from the Massachusetts Department of Revenue. This should be included in your Grant Application Package and labeled Attachment 6.

Section Six: Proposal Evaluation Process and Criteria

1. ***Proposal Evaluation Process***: Proposals submitted in response to this solicitation will be evaluated by Commonwealth Corporation. Representatives of the Executive Office of Labor and Workforce Development may participate in this process.

The review process will consist of the following steps:

**Step 1: Threshold Criteria Screening**

Submissions will be screened for completeness, conformity to the program requirements and timeliness of response. Submissions that are incomplete, non-conforming, or late may not be considered.

**Step 2:** **Compliance Screening**

Commonwealth Corporation will conduct an analysis to ensure all applicants are in compliance with state and federal law. Applicants are encouraged to review these criteria and ensure they are in compliance prior to submitting an application. Commonwealth Corporation will conduct the following reviews to ensure compliance:

* Ensure applicants are in good standing with the Massachusetts Department of Revenue. Commonwealth Corporation will conduct this screening by reviewing the Certificate of Good Standing (C.O.G.S.) submitted in the Grant Application Package.
* Please follow this guidance when requesting and submitting a Certificate of Good Standing from the Department of Revenue:
  + The **Certificate of Good Standing from the Department of Revenue** is **NOT** the same and should not be confused with a **Certificate of Incorporation from the Secretary of State**
  + This is a link to a sample C.O.G.S.: <http://www.mass.gov/lwd/docs/dcs/wtf/dor-cert-good-standing.pdf>
  + C.O.G.S. must be less than six months old
  + Please visit the Department of Revenue’s website (<http://www.mass.gov/dor/businesses/programs-and-services/certificate-of-good-standing.html> ) for more information about the C.O.G.S and to complete an online application to obtain a Certificate
  + Applications for a C.O.G.S. can take up to 4-6 weeks to be processed
* Ensure applicant are in full compliance with all obligations to the Department of Unemployment Assistance, Department of Industrial Accidents, and any other obligations to the Commonwealth of Massachusetts. Commonwealth Corporation will work with the Department of Unemployment Assistance to conduct this review.

**Step 3: Review Committee**

A review committee will review and score all eligible submissions. Review results will be documented. EOLWD and Commonwealth Corporation reserve the right to request additional information from any applicant to ensure that the review committee has a complete understanding of the program concept.

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| --- | --- |
| **Category** | **Point value** |
| Track record of success and qualifications/capacity of applicant and partner organizations to ensure a sufficient number of appropriate individuals are recruited and that participants are provided with the supports and services to prepare and place them into unsubsidized employment | 30 |
| Strong job placement strategy that is likely to result in placement and retention for a majority of program completers | 30 |
| Strong MOA or letters of support detailing partner roles, including strong commitments from employers that indicate a strong likelihood that employers will hire program completers.  Commitment and realistic plan to engage a new employer partner prior to the end of the grant period. | 20 |
| Budget aligns with the proposed program design and the proposed enrollments and outcomes are appropriate given the expenses of the program and propose implementation timeline. | 20 |

**Step 4: Notification of Grant Award Status**

All applicants will be notified of their award status by email.

1. ***Additional Terms:*** In addition to the scoring system outlined,Commonwealth Corporation reserves the right to only consider submissions that, in our sole judgment, are complete and responsive to the solicitation’s requirements and include all required application components. Additionally, Commonwealth Corporation and the Executive Office of Labor and Workforce Development reserve the right to consider other criteria in making competitive awards among comparably qualified applicants. Commonwealth Corporation reserves the right to reject any and all applications, or to accept any and all applications, in whole or in part, if deemed to be in the interest of the Commonwealth Corporation or the Commonwealth of Massachusetts to do so. This RFP does not commit Commonwealth Corporation to award any contracts. Upon submission, all applications become the property of Commonwealth Corporation. Commonwealth Corporation is not responsible for electronic submissions that are not received by Commonwealth Corporation. Commonwealth Corporation also reserves the right to renew and extend the contract beyond the initial contract period if funding is available in future years.
2. ***Appeals:*** Appeals of the funding decision may be filed with Christine Abrams, President and CEO, Commonwealth Corporation, 2 Oliver Street, 5th Floor, Boston, MA 02109. Appeals must be filed within fifteen days of the date of Commonwealth Corporation’s notice to unsuccessful bidders. The president may decide to hold an informal review of the decision, and may decide to grant an appeal, deny an appeal, or modify an award based on information provided during the informal review.
3. ***Audited Financial Statements and Verification of Fiscal Management Capacity****:* Applicants that are selected for an award may be required to submit a copy of the organization’s most recent audited financial statement prior to the execution of a final contract.In addition, prior to the grant award, Commonwealth Corporation staff may review an organization’s fiscal systems and internal controls to verify that the organization has the capacity to manage public grant funds and administer the program.

Section Seven: Summary of Attachments

Grant Application Package

Attachment 1: Application Summary Form

Attachment 2: Program Application Narrative Form

Attachment 3a & 3b: Budget and Budget Narrative Forms

Attachment 4: Outcome Chart

Attachment 5: Memorandum of Agreement or Letters of Support

Attachment 6: Certificate of Good Standing

Attachment 1: Application form

*Respond to all questions on the Application Form. You may adjust the spacing in each section to accommodate your answers. Please note: This symbol ^ identifies information which you will also need to enter on the online submission form (see Section three for Submission Instructions).*

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1. Project Profile: FY’21 Employment Program for Young Adults with Disabilities Program** | | | | | | | | | | |
| **Name of Lead Applicant Organization ^** | |  | | | | | | | | |
| **Applicant Type:** Please confirm that the lead applicant is a Community-Based Organization by selecting (⌧). | | | | | | | | | | |
| ❑ Community-Based Organization | | | | |  | | | | | |
| **Department of Unemployment Assistance ID Number ^** | |  | | | | | **Federal Employer ID Number ^** | | |  |
| **Lead Applicant Contact Information** | | | | | | | | | | |
| **Role** | **Name / Title** | | | **Address** | | | | **Phone** | **Email** | |
| **Primary Contact Person ^** (notified upon decision of grant award) |  | | |  | | | |  |  | |
| **Project Manager ^,** if known (contact over the course of the project) |  | | |  | | | |  |  | |
| **Authorized Signatory ^** (authorized to commit organization) |  | | |  | | | |  |  | |
| **Fiscal Contact ^**  (fiscally responsible for project funds and submitting invoices) |  | | |  | | | |  |  | |
| **Project Summary**  In the space provided below, please provide a summary of your proposed project in 400 words or less. Please keep in mind that if your organization is awarded funding, this is the project summary that will be used in public announcements. | | | | | | | | | | |
|  | | | | | | | | | | |
| **Partners Contact Information**  Please list the organizations and contact information for your partners. You may add extra lines. | | | | | | | | | | |
| **Organization Type** | **Organization Name** | | **Address** | | | **Contact Name / Title** | | | **Phone / Email** | |
| **Business Partner 1** |  | |  | | |  | | |  | |
| **Business Partner 2** |  | |  | | |  | | |  | |
| **Other Partners** |  | |  | | |  | | |  | |
|  |  | |  | | |  | | |  | |
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|  |  | |  | | |  | | |  | |

Attachment 2: Program Application Narrative Form

*Use this form to describe your proposed program design. Do not exceed 7 pages, using a font 11 points or larger and with at least one-inch margins. Tables, charts, figures, and appendixes are included in the page limit. The page limit does not include the other required Parts of the Grant Application Package.*

1. ***Partners:*** Describe the role of each partner in the partnership and demonstrate that collectively, the partners, including the lead applicant, have the required experience, capacity and expertise to accomplish the goals of the program. Describe your strategy for establishing relationships with at least one new employer partner by the end of the grant period.
2. ***Need for Project:*** Please explain the demand for the target occupation(s) in your region, including:
   1. What is the geographic area you are proposing to serve?
   2. Which target occupation(s) will your project address?
   3. Is there funding currently available to deliver this same program over the same time period covered by this grant program (approx. April 2021 – June 2021)? If so, what is the source of the funding?
   4. How did your partnership determine that there are and will be a sufficient number of vacancies in these occupations to meet your proposed placement goals?
   5. Using the table below, provide evidence that there will be sufficient job vacancies in the targeted occupation(s) among partner employer(s) when participants are prepared for placement. You may add rows to the table for additional occupations and employers as needed.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Employer** | **Occupation** | **# of Current Vacancies in Occupation** | **#of Anticipated Job Openings During Grant Period** | **Skills Required for Entry** | **Credentials Required for Entry** | **Average Hourly Wage**  **At Entry** |
| Employer Partner 1 (provide employer name) |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
| Employer Partner 2 (provide employer name) |  |  |  |  |  |  |
|  |  |  |  |  |  |  |

1. ***Target Population*:**
2. Describe the specific target population you plan to serve.
3. Provide an explanation of why the population is an appropriate fit with the proposed target occupation(s) described in Attachment 2, Section 2.
4. Describe the track record and experience of partnership member organizations in working with the target population.
5. ***Past Performance:*** Have you delivered this program before? If so, please provide information about the funding source, dates provided and outcomes in the chart below. In reviewing the data provided in the chart below, did you consider your program successful? If so, why? If not, why and what will you do to address it in this program?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ***Program***  ***\*Please indicate whether this performance data is for delivery of the same program or a similar program.*** | ***How many times have you offered this program and over what period of time (provide # of years)?*** | ***How many individuals have you enrolled to date?*** | ***How many individuals have completed to date?*** | ***How many individuals have been placed to date?*** |
|  |  |  |  |  |

1. ***Recruitment, Assessment & Selection:*** Describe your recruitment strategy for the target population, including a list of any organizations that will refer individuals to your program and the methods that will be used to recruit participants. Describe the selection and assessment process. What criteria will be used to determine participant readiness and fit with the proposed services?
2. ***Program Design:*** Describe the training program you propose to deliver with this funding. How will these activities prepare participants for successful placement in the proposed target occupation(s)? How will remote learning opportunities be structured, as applicable, to complement or replace in-person work experiences (e.g. internships, hands-on learning opportunities, etc.)?
3. ***Participants Supports:*** Describe your approach to providing support services and coaching. What barriers to employment are your participants likely to have in their background and/or experience during the program? How will you work with participants to address these barriers?
4. ***Job Placement:*** Describe your planned job search, job development and job placement activities. What will be the responsibilities of participants and of staff in these services? What activities will the job developer conduct to identify unsubsidized jobs and place program graduates into them?
5. ***Staffing:*** Describe your staffing structure, including the staff name, title, role and FTE of each staff member that will support program participants.
6. ***Organizational Inclusion:*** Describe how your organization and/or partnership seeks to promote inclusion in the workplace and foster an environment of success for people with disabilities.

Attachment 3a & 3b: Budget & Budget Narrative Forms

**General Instructions:** The proposed budget must be submitted using the following attachments provided in MS Excel file format:

1. Budget Form (Attachment 3a)
2. Budget Request Narrative Form (Attachment 3b)

***Budget Form (Attachment 3a):*** serves as a cover sheet to the Budget Request Narrative Form. While it is formatted with formulas, please check all amounts for accuracy prior to submission.

***Budget Request Narrative Form (Attachment 3b):*** outlines all of the project costs for which you are requesting grant funds. This budget should be based upon the entire requested grant duration (up to June 30, 2021).

Each line item amount should have clear and sufficient cost rationale. Applicants must complete the following columns for each line item for which they are requesting funds.

* ***Actual Cost (AC) or Cost Allocation (CA):*** Please identify whether these expenses will be charged based upon actual costs or a cost allocation plan. Please note: Applicants awarded funding will be required to provide a copy of their cost allocation plan during contract negotiations. If the cost allocation plan does not include sufficient detail or is updated on a monthly or ongoing basis, this updated information must be included along with other required back-up during specified monthly invoices. Any changes to this plan must be submitted to Commonwealth Corporation for the duration of the grant.
* ***Description of use of funds:*** Please include a description to explain how funds will be used.
* ***Calculations:*** To reduce calculation errors, please use these two columns to include the rate and unit of measurement used to calculate each line item. Instructions for specific line items are included below in the Category Instructions. Applicants may include additional detail in the ***description of use of funds*** column to explain any expenses that do not conform to the standard unit of measurement @ rate calculation format.

Please follow the Category Instructions below for completing the Budget Request Narrative Form and remember to *check all amounts* for accuracy prior to submission.

**A. Salary & Fringe**

Salary: This category is for project costs related to staff that will be performing project-related functions and will be on the payroll of the lead applicant only.

The budget should include:

* each staff person (name, if known and job title) on a separate line
* actual rates of pay each staff person will receive for compensation in the column labeled “Rate/hour”
* the quantity of hours each staff person will work on this grant in the column labeled “hours”

Grantees may not invoice Commonwealth Corporation for staff roles that are not included on the budget in the contract. Grantees may charge a higher hourly rate than the rates listed in the budget in the contract. However, grantees are responsible for ensuring that the staffing structure outlined in the contract is maintained. Commonwealth Corporation will not approve a modification to add additional funds to staffing in order for the grantee to maintain the staffing structure included in the contract. Therefore, we encourage all grantees to review any significant staff changes with Commonwealth Corporation prior to making the change to ensure an adequate staffing structure is maintained. Applicants should factor in any proposed increases over the grant period into the average hourly rate.

Fringe: This line item is for fringe benefits for internal staff. The budget should include the percentage used to calculate the actual budgeted dollar amount. The budget should also include details about the benefits included in rate and the rate associated with each benefit.

**B.** **Other Program Costs**

Travel:This category is forlead applicantstaff travel required to achieve the project goals. The budget should include a description indicating the need for the proposed travel, destinations, and mode of travel. The budget should include the mileage rate in the column labeled “rate” and the total number of miles in the column labeled “unit.” Mileage will not be reimbursed beyond the current federally approved rates.

Space Rental**:** This category is for space rental related to project activity. If funds will be allocated on a cost allocation basis, the average monthly cost should be included in the column labeled “rate” and the duration of your grant in the column labeled “unit.” If costs will be charged on an actual cost basis the actual monthly cost of rent should be included in the column labeled “rate” and the duration of your grant in the column labeled “unit.”

Telephone & Communications**:** This category is for telephone and other communication costs related to project activity. If funds will be allocated on a cost allocation basis, the average monthly cost should be included in the column labeled “rate” and the duration of your grant in the column labeled “unit.” If costs will be charged on an actual cost basis the budget should include the actual monthly cost of telephone & communications in the column labeled “rate” and the duration of your grant in the column labeled “unit.”

Equipment Rental & Lease**:** This category is for rental or lease of office equipment necessary for implementation of the project. The budget should include a list of items to be leased. If funds will be allocated on a cost allocation basis, the average monthly cost should be included in the column labeled “rate” and the duration of your grant in the column labeled “unit.” If costs will be charged on an actual cost basis include the actual monthly cost of equipment rentals in the column labeled “rate” and the duration of your grant in the column labeled “unit.”

Equipment Purchase**:** This category is for equipment purchases. The budget should include a list of items to be purchased. The budget should include the cost of the item in the column labeled “rate” and the total number of units that will be purchased in the column labeled “unit.”

Postage & Mailings**:** This category is for postage and mailing related to project activity. The budget should include a description of the use of these funds. If funds will be allocated on a cost allocation basis, the budget should include an average monthly cost in the column labeled “rate” and the duration of your grant in the column labeled “unit.” If costs will be charged on an actual cost basis over the duration of the grant, the budget should include the total cost of postage in the column labeled “rate” and fill in a number “1” in the column labeled “unit.”

Publication/Print/Copying**:** This category is for publication, printing and copying related to project activity. The budget should include a description of the use of these funds. If funds will be allocated on a cost allocation basis, include an average monthly cost in the column labeled “rate” and the duration of your grant in the column labeled “unit.” If costs will be allocated on an actual cost basis over the duration of the grant, include the total cost of publication, printing and copying in the column labeled “rate” and fill in a number “1” in the column labeled “unit.”

Meeting Expenses**:** This category is for meeting expenses related to project activity. The budget should include a description of the use of these funds. The budget should include a meeting cost rate in the column labeled “rate” and the total number of meetings that will be held over the duration of your grant in the column labeled “unit.”

Office Supplies & Materials**:** This category is for office supplies related to project activity. The budget should include a description of use of these funds. If funds will be allocated on a cost allocation basis, the budget should include an average monthly cost in the column labeled “rate” and the duration of your grant in the column labeled “unit.” If costs will be charged on an actual cost basis over the duration of the grant, the budget should include the total cost of office supplies & materials in the column labeled “rate” and fill in a number “1” in the column labeled “unit.”

Marketing & Advertising**:** This category is for marketing and advertising related to project activity.

The budget should include a description of use of these funds. The budget should include the cost of the advertisement in the column labeled “rate” and the number of times you plan to run the advertisement in the column labeled “unit.”

Training Materials**:** This category is for expenses related to the purchase of training materials related to project activity. The budget should include a description of the training materials. The budget should include the cost per unit of the training materials in the column labeled “rate” and the cost per unit in the column labeled “unit.”

**C. Support Services**

Training Stipend: This category is for stipends paid to participants during their participation in classroom training. The budget should include the amount of the stipend in the column labeled “rate” and the total number of participants anticipated to receive the stipend in the column labeled “unit.”

Work Experience: This category is for wages and stipends paid to participants or wage subsidies paid to employers during work experience, including on-the-job training. The budget should include a description of the type of compensation (stipend, hourly wage for internship, wages for on-the-job training) and the number of weeks of employment. The budget should include the total maximum compensation that will be paid to or in the case of a wage subsidy, on behalf of each participant under the column labeled “rate” and the total number of participants anticipated to receive the stipend in the column labeled “unit.”

Transportation**:** This category is for transportation expenses related to the support of participants during training. The budget should include a description of the use of funds. The budget should include the average amount that will be provided per participant in the column labeled “rate” and the total participants in the column labeled “unit.”

Participant Tuition & Fees**:** This category is for tuition and fees associated with training slots for one or more participants. The budget should include the cost per participant in the column labeled “rate” and the total number of participants in the column labeled “unit.” Any costs that the applicant will contractually agree to pay a training provider for group instruction should not be included in this line item and should be included in the training contractors’ line item.

Other: This category is for other expenses related to the support of participants during training. The budget should include a description of the use of funds. The budget should include the average cost per participant in the column labeled “rate” and the total number of participants in the column labeled “unit.”

**D. Contracted Services**

Training Contractors: This category is for project costs related to training services provided to the grantee on a contract basis by individuals, organizations or companies that are subcontractors or consultants to the grantee.

If the cost of the course is negotiated at an hourly rate, the budget should include the hourly rate in the column labeled “rate” and the total number of instructional and preparation hours in the column labeled “unit.” If the cost of the course is negotiated at a course based rate, the budget should include the total cost of the course in the column labeled “unit” and the number of times the course will be offered in the column labeled “rate.” If rates vary by course, each course should be listed in a separate row. At a minimum each training provider should be listed on a separate line.

Curriculum Development Contractors: This category is for project costs related to the development of curricula. The budget should include a description of the use of funds including the name of the organization or individual that will be contracted to develop the curricula and the new courses that will be developed. The budget should include the hourly rate in the column labeled “rate” and the number of hours that will be spent developing the curricula in the column labeled “unit.”

Other Contractors:This category is for expenses related to other contracted services, including any contracted services to fulfill required staffing roles. The budget should include a description of the use of funds including the name of the organization or individual that will be contracted to perform this service. The budget should include the hourly rate in the column labeled “rate” and the quantity of hours each task will require in the column labeled “unit.” Each contractor should be listed on a separate line.

**E. Indirect Costs** This category is for indirect costs. Indirect costs are costs incurred for common or joint objectives that are not easily identifiable to a single grant and benefit multiple programs. Grantees must apply indirect costs using an approved indirect cost rate or an approved cost allocation plan. A copy of the cost allocation plan must be supplied during contract negotiations. Any changes to this plan must be submitted to Commonwealth Corporation for the duration of the grant.

Attachment 4: Outcome Chart

**General Instructions:** The outcome chart must be submitted using Attachment 4 provided in the MS Excel file format. This form summarizes the key anticipated outcomes for the proposed project. These outcomes will be incorporated into the final contract. In addition to the outcomes listed here, grantees will be required to collect other information about participant demographics, wages, and other project results.

Please enter goals under the column labeled “goal.” Then show the anticipated distribution of goals by quarter by entering the cumulative goal per quarter under each corresponding quarter. We have programmed formulas that will automatically calculate the performance rates under the column labeled “rate” for each performance measure.

**Section I: Enrollment & Completion Goals:**

1. *Number of participants enrolled in training program:* Please enter the total number of participants that will be enrolled in the proposed training program and the anticipated cumulative total number by quarter.
2. *Number of participants completing training program:* Please enter the total number of participants that will complete the proposed training program and the anticipated cumulative total number by quarter.
3. *Number of participants earning an industry recognized credential as a result of training:* Please enter the total number of participants that will earn an industry recognized credential as a result of training and the anticipated cumulative total number by quarter. If the industry does not recognize or require an industry recognized credential and the proposed program design does not result in an industry recognized credential leave this field blank.

**Section II: New Employment Goals:**

1. *Number of participants placed in unsubsidized employment and retain it for at least 30 days:* For this question, enter the number of un/underemployed that will obtain a job and retain it for at least 30 days during the period of the grant and the anticipated cumulative total by quarter.
2. *Average Hourly Wage at Placement:*Please enter the anticipated starting hourly wage at placement for participants that will be placed in training related unsubsidized employment.

Attachment 5: Memorandum of Agreement or Letters of Support

The Grant Application Package must include signed letters of support or a signed Memorandum of Agreement demonstrating the commitment and role of each of the partnership members. **The partnership must at a minimum include two businesses with operations in Massachusetts that employ Massachusetts residents in the target occupation(s).** Businesses must provide information about current vacancies for the target occupation(s) and commit to consider applicants from the proposed program. Please see section 2 for more information about required partners.

Attachment 6: Certificate of Good Standing

All lead applicants must submit a Certificate of Good Standing from the Massachusetts Department of Revenue. This should be included in your Grant Application Package and labeled Attachment 6.

1. The term ‘‘community-based organization’’ means a private nonprofit organization (which may include a faith-based organization), that is representative of a community or a significant segment of a community and that has demonstrated expertise and effectiveness in addressing the employment, training, or education needs of individuals with barriers to employment. [↑](#footnote-ref-1)