



VAL HOYLE  
Labor Commissioner

November 4, 2022

Dear Potential FRO Applicants:

The Bureau of Labor and Industries Apprenticeship and Training Division (ATD) has been allocated \$18.9 million in grant funding to support the development, expansion, and implementation of registered apprenticeship and pre-apprenticeship programs and student services with the primary focus of increasing access to and engagement of individuals from ten identified priority populations. This funding is made possible by the passage of Senate Bill 1545, also known as Future Ready Oregon. Future Ready Oregon is a significant investment in workforce development, and the largest investment in Oregon’s Apprenticeship system in decades.

Funds will be awarded through a competitive grant process overseen by the Oregon State Apprenticeship and Training Council (“Council”), under the direction of the Apprenticeship and Training Division. Proposals will be solicited in three rounds:

**Round 3 is different!** To be more responsive and expedite funding approval, Round 3 has been re-designed so that applications can be reviewed and approved more quickly. This application period will run several months longer than previous rounds and will open on **November 4, 2022**, and close on **March 10, 2023**. During this application period however, interim approval cycles have been created so that submitted applications can be reviewed and approved sooner. Please refer to the chart below.

<i>Future Ready Oregon Evergreen Round 3</i>	R3/Award Cycle 1	R3/Award Cycle 2	R3/Award Cycle 3	R3/Award Cycle 4
Cycles Begins	11/4/22	12/5/22	1/6/23	2/3/23
Cycle Ends	12/5/22	1/6/23	2/3/23	3/10/23
OSATC Meeting/Grant Approval	1/11/23	2/15/23	3/16/23	4/19/23
Estimated 1st Disbursement Date	1/23	2/23	3/23	5/8/23

ATD is committed to providing guidance and support throughout this process including hosting a question-and-answer session in each cycle, regularly updated answers to frequently asked questions published on our website, and comprehensive application materials and instructions. Your success is our success!

Information about eligibility to apply, the application process, and grant criteria is in the attached Request for Proposals and on our [Apprenticeship Grants website](#). Please reach out to [ATD.Grants@boli.oregon.gov](mailto:ATD.Grants@boli.oregon.gov) with any questions.

We look forward to working with you to build systems that improve equitable access to and retention in the State of Oregon’s registered apprenticeship system.

Sincerely,  
Lisa J. Ransom, Director  
Apprenticeship and Training Division



**Bureau of Labor and Industries – Apprenticeship Grants Program**

**Senate Bill 1545-Future Ready Oregon**

**Request for Proposals**

**Evergreen Round 3: November 4, 2022 – March 10, 2023**



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## What is this funding program?

Through the passage of Oregon [SB 1545, also known as “Future Ready Oregon”](#), the Oregon State Apprenticeship and Training Council (Council) and the Apprenticeship and Training Division (ATD) of the Bureau of Labor and Industries has been granted authority for the disbursement and oversight of \$18.9 million in one-time grant funding during the 2021-2023 budget biennium. These funds are for the development, creation and expansion of new registered apprenticeship and pre-apprenticeship training programs in health care and manufacturing, and for the development and implementation of pre-apprenticeship training programs in construction, health care and manufacturing. The primary focus of Future Ready Oregon funds is to increase access to and engagement in the above programs for the following priority populations:

<b>SB 1545 Defined Priority Populations</b>
Communities of Color
Women
Low-income communities
Rural and frontier communities
Veterans
Individuals with Disabilities
Incarcerated and formerly incarcerated individuals
Members of Oregon’s nine federally recognized Indian tribes
Individuals who disproportionately experience discrimination in employment on the basis of age
Individuals who identify as members of the LGBTQ+ community

Grant solicitations will be issued in 3 rounds during between April 2022 and March 2023. All funds must be disbursed by ATD by June 30, 2023; however, all grantees will have a full year to complete their grant activities.

These are state general fund (tax) dollars. Therefore, applicants who have been recommended to receive funding by Grant Evaluation Team are required to attend the designated Oregon Apprenticeship and Training Council meeting to provide a verbal account of your application and desired outcomes as indicated in your application being considered.

ATD is fully empowered on behalf of the Council, under Oregon law, to take actions in the best interest of the State of Oregon and of apprenticeship generally. This includes establishing, enforcing, and modifying regulatory and performance requirements connected to this grant opportunity.

Grantees may be asked to appear before and testify to the Oregon State Legislature.

Grantees will be subject to audit by the Oregon Secretary of State during or after this grant program at the sole discretion of that office.

All documents related to this program will be public records and available for inspection and distribution upon request of any member of the public, including the media. Exceptions will be limited to sensitive personnel information or private health information; such exceptions are solely at the discretion of ATD consistent with applicable Oregon Public Records Law.

## Who is eligible?

The Council will award grants to proposed new pre-apprenticeship (construction, manufacturing, health care) and registered apprenticeship programs (manufacturing, health care), per the requirements of SB 1545. Development grants will also be awarded to qualifying existing pre-apprenticeship (construction, manufacturing, health care) and registered apprenticeship programs (manufacturing, healthcare) for program development and expansion. Community-based organizations, labor organizations, local workforce development boards, and other entities are encouraged to apply in support of the development and implementation of pre-apprenticeship and registered apprenticeship training programs that will prioritize program participation and success by individuals from priority populations as defined in SB 1545. Applicants from Eastern and Southern Oregon are encouraged to apply.

**Please note:** Development or expansion of registered apprenticeships in the building and construction industry is not an eligible use of these funds. Only pre-apprenticeship programs and pre-apprenticeship student support services grants will be considered.

**New in Round 3, applicants will be able to choose one of five grant types:**

1. Pre-Apprenticeship
2. Apprenticeship
3. Development Grant
4. Development & Pre-Apprenticeship
5. Development & Apprenticeship

The Development Grant is for targeted engagement with SB 1545 identified priority populations to develop innovation in registered pre-apprenticeship and apprenticeship programs to increase completion rates for underrepresented communities by creating and strengthening partnerships between apprenticeship/pre-apprenticeship programs and community-based organizations. Development grants are ideal for organizations who wish to start an apprenticeship or pre-apprenticeship program but need financial support to plan, identify and develop needed resources and collaborations. Organizations with existing programs may also apply for a Development Grant to identify and develop new partnerships and strategies that will increase program participation by priority populations.

In Round 3, the new hybrid grant application options (#4 & #5 above) allow organizations to combine development efforts with new program creation into a single grant application.

All Future Ready Oregon grantees have the same application and reporting requirements.

## What are the requirements?

The Grant Agreement will include terms and conditions, including, but not limited to the following general requirements and specific requirements in the Sample Agreement. If awarded, applicants will be required to:

- Remain open to provide pre-apprenticeship or registered apprenticeship services from the date the contract is signed by all parties until its expiration. Limited, temporary closures to meet regular business schedules or due to public health, financial hardship, or other reasons relating to COVID-19 are permitted. If Grantee is temporarily closed on the date the Grant is signed by all parties, Grantee must open within 30 days of that date.
- Immediately notify ATD in writing of any temporary or permanent closure, except for planned closures to meet regular business schedules.
- Immediately notify ATD in writing of any change to address, ownership, or capacity, or of changes to any other information submitted in the Grant Application.
- Maintain records that document compliance with the requirements of this Grant, including accurate records in sufficient detail to permit ATD to verify that grant funds were used only for allowable expenses. Grantee is subject to audit by ATD and must, upon request, provide any information and supporting documentation, provide access to the pre- apprenticeship or registered apprenticeship facility for which this application is submitted, and allow pre-apprenticeship and registered apprenticeship staff to be interviewed in connection with this grant and the use of funds received.
- Submit monthly Expenditure and Activity reports on BOLI approved online forms.
- Ensure grant funds are used to supplement and not supplant other public funds to provide pre-apprenticeship and registered apprenticeship services. Grant funds may not be used to pay for expenses that have been or will be reimbursed by public funds from any other source.
- Provide specific services for the targeted industry and service type, as described in the Sample Grant Agreement.
- Attend monthly Collaborative Learning Meetings (see Appendix A – Key Definitions) specific to grant award category and coordinated by ATD.
- Sign Attestation of Performance Integrity relating to current and previous grant performance and compliance with regulatory requirements for programs funded in whole or in part by public funds.
- If selected for a Grant, the applicant must provide their Taxpayer Identification Number and backup withholding status on a completed W-9 form. *ATD will not disburse any Grant Funds without a properly completed W-9.*

Grant funds may only be used for costs related to pre-apprenticeship or registered apprenticeship services, including but not limited to:

- Personnel costs, including payroll and salaries or similar compensation for an employee (including any sole proprietor or independent contractor), and benefits. Student wages are not permitted, however other “economic incentives” such as student stipends can be requested under a separate “Student Support Services” line item if applicant can make a strong case and describe economic factors that necessitate such an expenditure.; and
- Goods and services necessary to establish, expand, or implement pre-apprenticeship or registered apprenticeship services to students including, but not limited to, childcare management services, food services, tuition, and transportation. Place these expenditures under a “Student Support Services” line-

item. Grant funds may be used for the above-described costs incurred during the grant period indicated in the grant agreement (one year).

Activities that will not be considered:

- Development of new registered apprenticeship standards that ATD or Council determine will take too long to complete.
- Convening employers or developing new registered apprenticeship programs in the construction industry
- Apprentice or pre-apprentice wages
- Expenditures for sub-recipients/sub-awards
- Re-granting programs
- Purchases or activities that occur prior to grant decisions (except as explicitly permitted in the Grant Agreement)
- To backfill or displace other funds
- Lobbying to influence legislation (a particular bill, budget, or policy at any level)
- Scientific research
- Religious activities
- Annual fund appeals and contributions to endowments
- Purchase of land, construction of new facilities, or major renovations to any building or facility

A sample Grant Agreement can be reviewed on the [Apprenticeship Grants](#) website. *Please review this agreement in advance of final grant approval.*

## How much are the Round 3 Grants?

ATD anticipates awarding Grant Agreements (“Grant”) from this funding opportunity to eligible pre-apprenticeship and registered apprenticeship providers. The term of each grant is twelve months. All grant expenditures must be incurred on or after your grant agreement effective date and on or before the end date of your grant 12 months later. Under current law, ATD is required to disburse all FRO fund no later than June 30, 2023.

Grants will be awarded in three (3) rounds. **This is Round 3 - the final round.**

The total amount for grants in Round 3 shall be limited to the remaining unawarded funds after Round 2 awards are finalized on October 26, 2022. We anticipate \$9 million dollars will be available in Round 3. As in previous rounds, award amounts will be divided by targeted industry and service types. See the table below for the anticipated distribution. The minimum amount applicants can apply for in Round 3 is \$10,000. Applicants may re-apply in a new R3 cycle if their application is declined during a previous cycle.

The Council may at its discretion award one or multiple grants between \$10,000 and the anticipated totals listed below.

Targeted Industry	Service Type	Round 2 Anticipated Total Grants
Construction	Pre-Apprenticeship Programs	\$1,000,000
Construction	Pre-Apprenticeship Student Support Services	\$800,000
Health Care	Registered Apprenticeship Programs	\$1,500,000
Health Care	Pre-Apprenticeship Programs	\$1,000,000
Health Care	Pre-Apprenticeship & Apprenticeship Student Support Services	\$800,000
Manufacturing	Registered Apprenticeship Programs	\$1,500,000
Manufacturing	Pre-Apprenticeship Programs	\$1,000,000
Manufacturing	Pre-Apprenticeship & Apprenticeship Student Support Services	\$800,000
Development	Pre-Apprenticeship: Construction, Manufacturing, Healthcare Apprenticeship: Manufacturing, Healthcare	600,000

## What is the application process and timeline?

All information for grant application submission can be found at our [Apprenticeship Grants](#) website. Applicants are responsible for checking the website for updates.

ATD will host a virtual question and answer session in each Round 3 cycle to provide technical assistance for completing grant applications and to answer questions from potential applicants.

For Round 3, the web-based application system will open on **November 4, 2022**. Applicants must submit a complete application no later than **March 10, 2023, 11:59 p.m. (PDT)**. Applications that are submitted before March 10, 2023, will be reviewed earlier in the appropriate review cycle indicated below. **NOTE:** For applications to be forwarded to the Council for review and approval in Cycles 1-3, there must be at least 5 submitted applications or collective grant requests totaling \$1.5 million.

### FRO Round 3 Timelines

<i>Future Ready Oregon Evergreen Round 3</i>	R3/Award Cycle 1	R3/Award Cycle 2	R3/Award Cycle 3	R3/Award Cycle 4
Cycles Begins	11/4/22	12/5/22	1/6/23	2/3/23
Cycle Ends	12/5/22	1/6/23	2/3/23	3/10/23
OSATC Meeting: Grant Review & Approval	1/11/23	2/15/23	3/16/23	4/19/23
Awards Offered	1/12/23	2/16/23	3/16/23	4/20/23
Anticipated 1st Disbursement Date	1/23	2/23	3/23	5/23



## Process

Grant applications must include:

- Targeted industry (e.g., construction, health care, manufacturing) **NOTE: application submissions for multiple targeted industries must be submitted separately**
- Grant type(s): Registered Apprenticeship, Pre-Apprenticeship, Development, Development/Registered Apprenticeship or Development/Pre-Apprenticeship. If your proposal includes Student Support Services also check that box in the application. **NOTE: Registered Apprenticeships in Construction are not permitted under this grant.**
- If grants type is Pre-Apprenticeship, the application must include an identified partnership with a current, approved Registered Apprenticeship Program who is within compliance, along with a Letter of Commitment from that program(s).
- Total amount requested.
- Total number of priority population individuals to be served at amount requested.
- Measurable and equitable outcome goals to be achieved with the investment.
- Budget and budget narrative. The budget narrative should be scalable and specify the impact of funding different levels that may be below the amount requested. Student Support Services must be listed separately in the budget and budget narrative.
- Identified Priority Populations that the grant will have an emphasis on reaching and serving. **NOTE: Using an equity lens, all applications must include detailed outreach efforts for each priority population listed.**
- A description of key persons in grant delivery and their education and experience.
- A description of the organization's previous work with a brief description of how it prepares the organization to effectively and equitably deliver the services proposed.

All applicants will be notified when their applications are received by the Division. A panel of diverse stakeholders will evaluate all complete grant proposals and make recommendations to Council for approval. Incomplete applications will not be considered, and the applicant will be notified of disqualification. Evaluation rubric criteria are included in the grant application instructions.

The Council will make all grant award decisions and decisions are final; no appeals will be considered. If the Council determines that some or all applications are insufficient, the Council reserves the rights to roll some or all Round 2 funds to Round 3. Final awards will be predicated on successful negotiation and execution of the Grant Agreement. In the event of a grant agreement impasse, the contract dispute will be resolved by the Council.

To prepare for the short timelines in Round 3, applicants will be asked to pre-submit their IRS W9 form and evidence of required insurance coverage prior to final Council approval. Applicants will also be asked to review the Grant Agreement prior to Council approval so that it can be signed by the grantee as quickly as possible once approval is granted. Grant Agreements will be sent to applicants the day after Council approval for signature via DocuSign.

ATD may reject any or all applications in whole or in part, or may cancel this funding opportunity at any time, when the rejection or cancellation is in the best interest of the State of Oregon or ATD, as determined by ATD based upon the criteria set forth in statute, rule, and by the Council.

ATD reserves the right to reduce the amount of grant funds for any reason. Applicants may send written questions up to 5:00 pm PDT on March 9, 2023, and ATD will post the questions and answers on the ATD website.

## What is the disbursement schedule?

Grant funds will be disbursed in three allotments\*

Month 1	50% of total award
Month 4	25% of the remaining balance of total award
Month 8 or June 30, 2023 – whichever comes first	Remaining balance of total award

\*Disbursement of grant funds is subject to monthly performance and expenditure reporting and fiscal audit. If grant funds are not used for Allowable Expenses, or are otherwise misused, you will be required to return all misused grant funds and pay any costs related to collection efforts.

## Virtual Q & A Sessions

During Round 3, ATD will host 4 virtual Q & A meetings to review the grant application process and to answer any questions. **Click on the links below to register. A meeting link will be sent after registration.**

Session dates:

Q&A - Round 3/Cycle 1

**Thursday, November 10, 2022 – 9:00-10:00 a.m.**

Click [here](#) to Register

Q&A - Round 3/Cycle 2

**Tuesday, December 13, 2022 – 1:30 - 2:30 p.m.**

Click [here](#) to Register

Q&A - Round 3/Cycle 3

**Tuesday, January 17, 2023 – 9:00-10:00 a.m.**

Click [here](#) to Register

Q&A - Round 3/Cycle 4

**Wednesday, February 8, 2023 – 1:30-2:30 p.m.**

Click [here](#) to Register

All questions regarding this funding opportunity must be directed to [ATD.grants@boli.oregon.gov](mailto:ATD.grants@boli.oregon.gov).

To ensure that all potential applicants have access to the same, official information, ATD will continuously publish an updated listing of frequently asked questions on our [Apprenticeship Grants](#) website.

## Appendix A – Key Definitions

<b>Collaborative Learning</b>	<p>A strategy for addressing complex social issues (e.g., improving equitable access to and retention in registered apprenticeship training) by coordinating efforts across organizations to promote shared goals, measure, and monitor progress toward collective goals, and to align efforts across systems.</p>
<b>Community-based organization</b>	<p>Includes:</p> <ul style="list-style-type: none"> <li>(a) Nonprofit organizations that are representative of a particular community or specific segments of a community and that are located within or in close proximity to the community served by the organization; and</li> <li>(b) Culturally specific organizations.</li> </ul>
<b>Culturally Specific Organization</b>	<p>An organization that serves a particular cultural community, that is</p> <ul style="list-style-type: none"> <li>(a) primarily staffed and led by members of that community and that demonstrates intimate knowledge of the lived experience of that community, including, but not limited to:             <ol style="list-style-type: none"> <li>1. The impact of racism or discrimination on the community;</li> <li>2. Specific disparities in access to services and resources experienced by the community; and</li> <li>3. Community strengths, cultural practices, beliefs, and traditions.</li> </ol> </li> </ul>
<b>Equity Lens</b>	<p>An equity lens is a set of belief statements and questions we ask ourselves when we plan, develop, or evaluate a policy, program, or decision. Using an equity lens will guide an organization’s decision-making process and help to eliminate those barriers that have systemically and institutionally oppressed under-served, unseen, and marginalized individuals, groups, and communities.</p> <p><u>Belief Statement Examples:</u></p> <ul style="list-style-type: none"> <li>• We believe one’s race and ethnicity deserve to be seen, recognized, and celebrated in all spaces.</li> <li>• We believe every individual deserves a worksite free of bigotry, racism, sexism, etc.</li> </ul> <p><u>Question Examples:</u></p> <ul style="list-style-type: none"> <li>• Does the initiative or policy align with the organization’s mission, vision, or strategic plan?</li> <li>• How does this initiative or policy build, support, and empower Black/African Americans, Indigenous, people of Color, individuals with disabilities, LGBTQIA+, Veterans, and other underserved and unseen communities?</li> <li>• Who are the groups supporting this initiative or policy?</li> </ul>

<p><b>Pre-Apprenticeship Training Program</b></p>	<p>A program approved by the Oregon State Apprenticeship and Training Council (Council) designed to prepare priority populations to enter and succeed in a registered apprenticeship program and has a documented partnership with at least one registered apprenticeship committee. Council approved pre-apprenticeship programs must include the following:</p> <ul style="list-style-type: none"> <li>(a) Council approved curriculum based on industry standards</li> <li>(b) Detailed recruitment strategies focused on priority populations</li> <li>(c) Hands-on or simulated lab experiences that simulate industry and occupation conditions of partnering registered apprenticeship programs</li> <li>(d) Documentation of a formalized agreement with at least one registered apprenticeship program for direct or facilitated entry for pre-apprenticeship program completers.</li> </ul>
<p><b>Registered Apprenticeship Program</b></p>	<p>The total system of apprenticeship approved by Council and operated by a particular local joint committee in accordance with Oregon Revised Statutes Chapter 660 and which includes the committee’s registered standards and all other terms and conditions for the qualification, recruitment, selection, employment, and training of apprentices in that apprenticeable occupation.</p>
<p><b>Priority Populations</b></p>	<p>Senate Bill 1545 defines priority populations as:</p> <ul style="list-style-type: none"> <li>(a) Communities of color;</li> <li>(b) Women;</li> <li>(c) Low-income communities;</li> <li>(d) Rural and frontier communities;</li> <li>(e) Veterans;</li> <li>(f) Persons with disabilities;</li> <li>(g) Incarcerated and formerly incarcerated individuals;</li> <li>(h) Members of Oregon’s nine federally recognized Indian tribes;</li> <li>(i) Individuals who disproportionately experience discrimination in employment on the basis of age; and</li> <li>(j) Individuals who identify as members of the LGBTQ+ community.</li> </ul>
<p><b>Subrecipient/Sub-Awardee</b></p>	<p>A subrecipient or a sub-awardee is an entity that is given pass-through grant funding from an organization as a means of carrying out that organization’s grant requirements/obligations. These entities are different than hiring a consultant to assist in a process.</p>