**WorkforceGPS**

**Transcript of Webinar**

**H-1B One Workforce Grantee Orientation**

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GRACE MCCALL: And welcome to "H-1B One Workforce Grant Program Grantee Orientation." All right. So without further ado, I'm going to turn things over to Greg Scheib, H-1B One Workforce program lead, Employment and Training Administration, Office of Workforce Investment, Division of Strategic Investments. Take it away, Greg.

GREG SCHEIB: Thanks, Grace. It's really nice to be with all of you this afternoon, as Grace mentioned. I'm Greg Scheib. I'm going to be the program lead for the One Workforce Grant. And you've got the whole team here with you today that you're going to meet, quite a few of them. And I think we're all quite excited to get this grant up and rolling.

So I'm just going to go ahead and move this along here. The other members of the team with us today are Robin Fernkas, who is the deputy administrator for the Office of Workforce Investments here at ETA and Department of Labor; also Maya Kelley, who is our unit chief in DSI.

We also have Brenda Ruggles, who is going to be your grant officer, and also Andrea Chism, who is the grant management specialist, and you'll probably hear from them. And of course, you're going to hear from them in a little bit. And we've also got Danielle Kittrell, who's also going to be working on the grant and helping out. And we were all going to have some things to share with you today.

Just as a review, we're going to do quite a bit of things, we've got a lot to cover. We're going to talk about the grant program overview. We're going to talk a bit about the federal team you have behind you. We're going to talk about the grants management and the awards package and what you got in that. We're going to talk a little bit about the grant modification process and what that entails. We're also going to give a kind of high-level overview of the performance reporting.

And then also we'll talk a little bit about communications and how you can get in touch with us and how we can best serve you as we move forward.

Before we move on to the next thing, it's just always nice to get kind of a check on how people are feeling about things. And so if you could just in the chat, go ahead and put in, what are your biggest concerns right now? Like what's what's really pressing on your mind right now as you get your grants up off the ground?

OK. I see some big questions coming in and we may be able to help with some of those as we go along. Anyway, so you can see hiring some new staff. Figuring out what your performance requirements are going to be like. Keeping up with the up time frame, things like that. Yeah, that codes. OK, got you, got you. So that stuff there.

So go ahead and keep those coming, if you like; I'm going to keep us moving along here.

Oh, my. So let's see, so once you've had a chance to do that, we're going to give you another chance to tell us a little bit more. So tell us before we get started. Obviously, you've already received your grand award packages. And with that package, you should have received a grantee handbook and some links to the competitive grants programs, a reference guide to things like that. So if you could go ahead, and Grace, put up the poll for the next slide, we'll have folks fill that one out next.

Tell us a little bit. It's always good to get some of the basic stuff under your belt. The grantee handbook in particular gives you a real good sense of the kinds of things that your FPOs will be working with you on. And certainly the grantors package just talks about many of the details of your grant award.

Good. I encourage you folks to take a look at that RISE module as well, because it's got some other great, good information. It's always nice to keep in mind. If you've read them all, you get to go first.

But go ahead and continue to fill that poll out, we'll do that for another minute or two. And in the meantime, what I'd like to do is go ahead and turn things over to our deputy administrator, Robin Fernkas, who's going to talk to you a little bit about our new grant. Take it away, Robin.

ROBIN FERNKAS: Thanks, Greg, and good afternoon, everybody. Welcome. We are really excited to launch this new H-1B One Workforce grant program and our team is really excited to be working with all of you.

I see some familiar names, so I know some of you have been our H-1B grantees before and we're excited to see you back. And we'll be looking for you to share your experience with our new grantees. So I want to spend just a few minutes walking through our program's purpose.

I'm sure by now, after reading the FOA and reading your grant packages and working on your applications, you all probably could tell me as much about this program as I'm going to tell you. But just to talk kind of high level, what are we all trying to achieve together?

And the purpose of our program is really to encourage all of you to develop replicable, comprehensive workforce strategies for preparing the workforce for middle to high skilled H-1B occupations within these sectors. So under this program, all of you are forming or many of you have already formed public-private partnerships to engage industry sector partnerships, to develop and deploy innovative workforce solutions to address common workforce challenges.

And so we know that within your regional economies, a lot of you probably are experiencing some common challenges. And we're going to be looking for, you know, what solutions you're putting together and how we might share that with the broader workforce system. So we'll be working toward to you and I think your colleagues within the work force, some will also be looking to see what you what you've been able to do with these grants.

The grant supports training in the IT and cybersecurity sector, advanced manufacturing and transportation sectors, so we're looking to upskill our present workforce and as well as training a new generation of workers, you know, building that pipeline for the future workforce.

The One Workforce grant program does align with the broader notion of One Workforce that we detailed in our Training and Employment Notice 13-20, which was "Advancing a One Workforce Vision and Strategy." And that really focuses on integrated service delivery and leveraging resources, which were key concepts in WIOA. And I know several of you are representing workforce boards, and so these concepts are not new to you.

But the whole concept of making sure that these grants are not something that siloed and separate from your public workforce system, but really integrated and connected and part of what those workforce strategies are. So I'm going to move on to tell you a little bit about all of you.

We did award $145 million. We awarded it to 19 different branches. The awards had a big range. They really range from $3.2 million (dollars) to $10 million (dollars). And again, you may be asking yourself why such a big range? We really wanted to give some flexibility there for you all to tell us what workforce challenges you were you were addressing and what scale you are going to be addressing them on. And so that's why that's why the variability.

The period of performance is four years, 48 months. It's February 1st. It is your effective date of this year and going through January 30, 1st of 2025. So leveraged funds, as I mentioned before, are a key concept in this, and they -- we did ask that all of the grab leverage, at least 25 percent of the total amount that they were requesting to support the grand project. And again, it's that idea that no one's going about this on their own; that they're really connecting this with a lot of other partners and resources.

So our next slide, we can go to that. It's just telling you a little bit about who all of you are. But of you are representing institutions of higher education. Seven are from public workforce development entities, and I believe most of the seven are workforce development boards. Six are representing nonprofit organizations and one is representing an economic development organization. So a broad mix, and it'll be really nice for you to be able to share with one another all the expertise that you have. So I think at this point, I'm going to turn things back to my colleague, Maya Kelley, and I wish you much success with your grant program.

MAYA KELLEY: Thanks, Robin. Good afternoon, everyone, and welcome. I am going to walk you through the next few elements of the grant program here on your screen. For the purposes of this funding opportunity announcement, the following four types of entities qualified as eligible lead applicants. So we have businesses; business-related nonprofit organizations such as industry and trade associations; education and training providers, including community colleges and other community-based organizations; entities involved in administering the public workforce system established under the Workforce Investment and Opportunity Act; and economic development agencies working closely with employers to understand regional economic needs.

Next here we'll cover required partner. The One Workforce grant program required grantees to build strong industry partnerships to lead, implement, and sustain dynamic sector strategies. And we expect your One Workforce partnerships will actively engage a range of employers and partners committed to participating in the sector strategy you are implementing.

So the grants you required partners include businesses; at least five employers or an industry trade association; education and training providers and workforce development entities. Then there was a long list of optional partners, and we strongly encourage grantees to collaborate -- that could support and collaborate with partners that could support and advance the work of their selected industry sectors. Here on the screen are several examples: organizations functioning as workforce and industry intermediaries; industry associations; other federal agencies such as Department of Transportation or Department of Commerce; for those of you doing registered apprenticeship, state apprenticeship agencies, faith-based organizations, etc.

And here, a little bit more about you, about how our grant broke down. You'll see here on the screen the targeted industries that everyone is working on. So this grant program focused on IT, cybersecurity, advanced manufacturing and transportation; as well as artificial intelligence, quantum information sciences, 5G advanced communications, and biotechnology. Of the 19 grantees that were awarded, four are focusing only on advanced manufacturing; eight are focused on IT and IT-related industries; only four are working on advanced manufacturing and IT-related industries; two on advanced manufacturing, IT and IT-related industries as well as transportation; and one that's focused on advanced manufacturing, IT/IT-related industries and biotechnology.

And here on the screen, we have a breakdown of your fellow One Workforce grantees. And here you can see where everyone is located, the name of the organization, and your federal project officer who will talk more about as we get further along in the presentation. And you've also got a map here to see where you all are located across the country. All right. So we will pause here for a second and see if there are any questions on any of the material we just covered thus far, you can drop it into the chat.

MR. SCHEIB: Thanks, Maya. I see that we have had a couple of questions in the chat and and I might but you guys are thinking about it, you've got more questions, I might just take some of them. I know Ayreen's been helping out with some of them. "Will leveraged resources tracking be part of the upload QPR fiscal or as part of the narrative?" I think generally you report leverage resources in the fiscal of the 9130 form, but you can also certainly report on ways that you're leveraging resources in your quarterly narrative report as well.

Let's see. This -- kind of go through here. "It's not clear what PIRL elements are being required for this specific grant." And I think Ayreen also responded to some of these. But yes, we are going to be giving out plenty more information about performance reporting in the next few months. You guys will be using the H-1B PIRL schema, but there are also changes coming down the road just because of the information collection requests we're in the process of doing so we will certainly let you know and give you some preliminary guidance and then we'll get into some of the details over these next few quarters.

Let's see. "Will we be using WIP system for reporting?" Yes, you will be using the WIP system for reporting.

The -- and before I go on, does anybody have any other questions? So somebody has not received the RISE module, but I think Ayreen put the link in the chat, you can take a look at and at the end of this slide deck, there is a link as well. So you can I believe you can download the presentation from the download window here on Adobe Connect.

And, "Can you make introductions or share the contact person for each program?" Yeah, we can certainly do that. We're still trying to find -- we're still -- we're still figuring out who all the contacts are for all the different grants. But, you know, one of the things I think we've all learned is that some of the best information you can get is actually from your peers. And so doing some networking in that regard, it's definitely a good idea. So we can probably help with that.

"How different is the WIP system from HUB?" The WIP system is better than HUB, just for the record, but it does take some getting used to at the beginning, if you have not reported in that before. I would also say that we're lucky in that we have several grantees who are either current H-1B grantees and have used with WIPS now for several years, and so they can probably attest to it can be both frustrating, but over time it gets better and it's actually a pretty good system.

All right. Anything else before we move on? I see -- the difference between reporting -- OK.

MS. KELLEY: All right, thank you, Greg.

MR. SCHEIB: Yeah, oh, oh --

DANIELLE KITTRELL: Oh, no worries at all. Good afternoon, everybody.

So all grantees have to specify the geographic scope of the proposed project, so that was either local or regional and that is serving a part of one state or a contiguous area that includes multiple sites and a regional workforce area or economic vision that may cross more than one state.

And there you see that we have statewide, and that meant serving an entire state or multiple noncontiguous sites or economic regions within one state. And lastly, national; so that served multiple economic regions in multiple states across the country, and these national service areas did not need to be contiguous. And a majority of you are working at the local regional level, but several are national in scope.

OK. So now let's talk about allowable activities. Now, for the most part, all applicants, most of our workforce development strategies that, number one, build new or expand existing sector partnerships to develop a workforce strategy across state and regional workforce and related sector agencies; establish new or expand career pathways in the proposed sector-based initiative; and they should focus on skills, competencies and credentials needed for jobs within the targeted H-1B industries and occupations.

We should offer highly -- quality training options, such as workplace learning training models, to prepare individuals to successfully move in the middle of a high skilled employment within the targeted H-1B industries and occupations; and also ensure that participants receive supportive services necessary to participate fully in employment and training activities.

And moreover, allowable activity should ensure that participants receive the supportive service necessary to participate fully in employment. Again, develop a new or leverage an existing system for reviewing and collecting data and monitor results to assess the program's performance; as well as create a new or leverage an existing infrastructure to successfully sustain the program component and the partnerships after the life of the grant.

But now, again -- but now specifically, grantees, they may use grant funds to support the training and training-related activities listed here, but please note there is an important aspect of pre-apprenticeship training. The whole requires that pre-apprenticeship programs funded through this grant are allowable only with participants advance in the apprenticeship programs during the grant period as proposed in the application.

But now you may have seen the DOL press release, and that was published last week, announcing the Department's intention to strengthen registered apprenticeship and accelerate apprenticeship expansion by announcing the first names of immediate suspension of acceptance and review of new or pending applications for Standards Recognition Entities -- also known as SREs -- as part of the authorities as part of the larger industry recognized apprenticeship program -- IRAP -- and plans to relaunch the Federal Advisory Committee on Apprenticeships, also known as ACA.

Now, both actions follow an executive order signed by President Biden that revoked Executive Order 13801; and this directed federal agencies to consider taking steps promptly to re-find any orders, rules, regulations, guidelines or policies implementing the order. More information about this can be found in the White House fact sheet.

All right. So also, please note that the suspension has no impact on the current 27 SREs that have already been approved by DOL and all industry-recognized apprenticeship programs -- or IRAPs -- that have been recognized by an SRE will continue to perform the IRAP functions; OK? So you all can still pursue IRAP if that is what you propose with an existing SRE. And there were only three of you actually that proposed IRAPs in addition to RAPs.

All right. Now, let's talk about individual eligible participants to participate in the program. Now, both eligible include unemployed, underemployed, and incumbent workers. Now the H-1B policy requires that participants must be at least 17 years old and not currently enrolled in secondary school, but in a local educational agency or high school. So it was very important to remember that this doesn't mean an individual has to have a high school diploma. Individuals who are age 17 or older and have dropped out of secondary school or who are attending post-secondary school may be served in this grant.

So now another note. Within these eligible participant categories that include, again, unemployed, underemployed, and incumbent workers, applicants may specifically target, number one, veterans, military spouses, transitioning service members; underrepresented populations, including women; people of color; sex offenders; individuals with disabilities; and other population.

But let's have a little question. When do you anticipate starting to serve your participants? Are you serving them now; maybe within the next three months; maybe the next six months; or the next nine months? Let us know.

Oh, OK. And the next month, months, the next six months. Guys are starting now excellent. The next six months.

All right. Keep it coming. The next three months.

All right. Well, we will keep moving along. Keep us updated on the chat there if you want. All right. And I will pass things back over to Greg.

MR. SCHEIB: Great. Thanks, Danielle. I can see by those responses that we're going to have to get our performance trainings are rolled out pretty quick. It sounds like you guys are ready to get going.

And I'm actually surprised, but also happy to see that some of you are like literally ready to go. I'm going to talk to you a little bit now about the federal team that you've got behind you here at DOL. And you can go to the next slide, Grace.

And we know -- I mean, some of you have never had a Department of Labor grant before with us; others have had grants in the past but maybe it's been a while; and a lot of you are veterans and some of you probably are still grantees even as we speak of current grants. But whatever stage you're in, we do want to just reiterate that we see ourselves as one part of -- one team and one community here. You know, and there's multiple parts of people that you'll be engaging with over the course of your grant and as issues come up.

First and foremost, you've got your federal project officer, who's your primary point of contact for your grants and works out of our regional offices across the country. We've also got -- you've also got your grant officer, Brenda Ruggles, who we'll be hearing from shortly. Brenda works in the Office of Grants Management, which is responsible for the administration of your One Workforce grant program. It's going to work with you and your FPO and any grant-related issues such as budget or program modifications. In partnership with the grants office in your FPO, those of us here in the Division of Strategic Investments, we're the lead program office with One Workforce grant, and we provide grant program management support, program policy guidance and technical support over the course of the grant. For the most part, you guys are going to end up communicating primarily with your FPO and your team here in DSI.

Also you may recall that as part of your grant award, all grantees agreed to participate in a national evaluation if conducted. We don't really know at this point whether or not we're going to do a national evaluation. But certainly if we do, we will give you ample notification about that and we'll be working with our chief evaluation office in terms of the scope of that evaluation and what it would cover.

I'm going to talk to you a little bit now about your FPO. Many of you know your FPO as well already, but a federal project officer who is based in your region has been assigned to work with each grant, obviously. The FPO is identified in your grant package as well as in the list we had earlier in his presentation. If you download it, you can see the who your FPO is.

The role of our FPO is to assist you and serve as a resource on all grant-related matters and FPO that your primary point of contact for all technical matters and the person with whom you will have the most frequent and direct contact. They're responsible for providing compliance assistance, conducting oversight and review of grant performance and delivering or arranging technical assistance to help you in reaching your outcome goals. Your FPO plays a really critical role in the success of your grant program, and communication with your FPO is a key.

So if you have a question or concern about your grant, please raise it with your FPO. Experience has shown that often you might have a little problem and it might sometimes grow into a larger problem, and often that starts because you haven't been in good contact with your FPO.

So I would really encourage everyone to get to know your federal project officer so they can really help you solve and troubleshoot issues as they arise. It's really important as someone who was a grantee in the past and relied heavily on his FPO.

The Office of Grants Management, or OGM, conducts grant competitions and make selections for awards. And after the grants are awarded, all official grant documents are maintained in the grants office. The regional grants officer can approve budget modifications and equipment purchases, but the national grant officer is the only one who can approve changes to the grant agreement itself.

They also review and approve more complicated modifications, such a statement of work changes and changes in signatory and indirect cost rates. Other staff in the grants office, such as Andrea, your grant specialist, provide guidance on important policy issues and training on the fiscal and administrative requirements of the grant. But again, again, just remember, always go through your FPO first. That's just the first rule.

It's going to go ahead and move on, Grace, and talk a little bit about the program off the staff.

The Division of Strategic Investments for DSI is the program office for the One Workforce Grant Program. DSI has several functions to ensure the success of the grant. We support your FPOs and all the other ETA staff involved in the grant. We also provide policy for clarifications and guidance on the grant program, as well as technical assistance.

Technical assistance is going to get provided in a number of ways to all grantees on universal topics such as performance reporting and training delivery, or engaging employers. We also provide some customized technical assistance to grantees to address specific aspects of your grant. And some of the TA is going to include creating peer networking opportunities so you can learn from each other.

Another key role for us is in performance management. We work with our DOL colleagues and contractors to collect the performance data for your grants and track your overall progress. This data is used to generate the progress reports that you submit every quarter, which we will touch on in a little bit in this presentation.

Additionally, we review specific grant modifications in coordination with the grants officer and the regional offices. Please note that we are often asked to report on grant outcomes by the White House, the Office of Management and Budget, the Government Accountability Office and others; so we may on occasion be requesting information regarding your grants.

Certainly, we appreciate your time and the response to these requests as they come up. Certainly, as far as we are in the middle of a transition of administrations, we would -- we're anticipating that we're going to have a fair amount of requests certainly in this first couple of quarters.

I'm going to go ahead and move on, Grace, and I'm just going to take another stop here and just make sure that there's any additional questions we can address. Please put them in the chat and we will help you out with that.

Let's look at some of the questions. Let's see. "There should be a source" -- got some data validation questions in here. "Can we have a copy of the eligibility documentation?"

"How can we receive a copy of a quarterly performance report that we do so we know exactly what data to collect?" Yes, you may. And we will give it to you.

And so there is going to be ample time to do that, but we can certainly give you some preliminary information. Again, some of that data is going to be changing in the next couple of quarters. But in the interim, we can certainly let you know what you'll be collecting on.

Let's see. Some of these are pretty weedy. "What kind of eligibility documentation is required in the participant files? There is a whole technical assistance letter about that that probably is referenced in your FOA, come to think of it. But, Ayreen, maybe you could help with that one.

Yeah, Ayreen, if you could go ahead and take a look at some of those, maybe put some of those links up to those documents; that'd be great.

Anything else before we move on? Right. Seeing none, I'm going to now pass things over to your grant officer, Brenda Ruggles, followed by Andrea Chism, who is your grant specialist. So please take it away, Brenda.

BRENDA RUGGLES: Thank you, Greg. Good afternoon, everyone.

So I'm Brenda Ruggles from the Office of Grants Management, or OGM, and grant officer for the H-1B One Workforce grant program. Again, congratulations on receiving your award.

Presenting with me from OGM is Andrea Chism, who is the lead grants management specialist for this grant. You've probably communicated with her during the question and answer phase of this funding opportunity and Andrea will go over grant modifications with you here very shortly.

I'd like to stress what Greg mentioned earlier about your FPO; that if you have questions or concerns about your grant or any assistance, that you may need help with, anything about your grant, your FPO is your first point of contact because it's not -- I mean, I would. Be glad to hear from grantees if you have information that you have to share with us. But before I would respond to you, I will first have to connect with the FPO. So to eliminate that delay, contact your FPO, and usually the FPO and me, our office, have communication about the grant. So that's my comment on that.

So you already received from our office your award package, which consisted of the grant award letter, which is the document labeled "payment management system letter;" the grantee handbook, and the actual grant agreement. This agreement includes the notice of award which contains the signature page, the signature of the authorized representative -- the individual with authority to enter into a grant agreement with DOL. You also received the condition of award page, the terms and conditions, the applicable -- the application, excuse me, for federal assistance, or the SF-424; the budget, which includes the SF-424A and budget narrative; the statement of work; and if applicable, the indirect cost rate agreement.

The grant award letter -- let me make sure I didn't skip a slide, OK -- the grant award letter, which is here, contains important information about how to access your funds via the PMS, which is operated by the Department of Health and Human Services; and two, how to access DOL's grantee reporting system for financial reporting. These systems require two separate passwords and PINs. Information and forms for these systems can be found at the link that you see above on the slide, under "Manage your Award Grant."

You'll find information on this site as well about the grantee fiscal reporting system and the Federal Financial Report form, also known as ETA-9130.

Your passwords and PINs are sent separately after you supply the necessary information. Do not lose it, please, once you receive it.

So briefly, we will go over the quarterly financial report. All ETA grant recipients use the ETA 9130 quarterly financial form to report expenditures charged against the grant. As with the QPR, the quarterly report is due within 45 days from the end of the quarter.

So you also received the Grantee Handbook; a general resource designed to orient grantees to the grant process in ETA. We recognize that administering grants can be an overwhelming responsibility; so our goal in assembling this grantee handbook was to make sure that you have the resources and information at hand to help you succeed.

The grantee handbook is presented in seven sections. Each section contains pertinent information that you and your staff need to know regarding the goals and expectations for managing an ETA competitively awarded grant, such as how to manage your period of performance, modifying your grants, the audit phase, and closeout phase.

So the first part -- first page of the grant agreement is the notice of award, or NOA. This page has the project title -- which is the H-1B One Workforce grant -- and it contains the grant recipient's identifying information, which is the name of your organization, address, EIN number and DUNS number.

It also contains the Federal Award Identification Number, or FAIN, otherwise known as the Grant Number; the period of performance, award amount. Uniform Administrative Requirements and cost principles and signatures are also included in this document.

The NOA page also outlines the requirements to resolve the funding restriction for grantees that are conditionally approved. I will discuss what "conditionally approved" means here on the next few slides.

As grantees, you are required to fully comply with all applicable statutes, regulations and cost principles in performing your responsibilities under this grant agreement.

Cost principles that are a set of government-wide rules that apply to all ETA grantees, and are outlined in 2 Code of Federal Regulations 200 (which is the Uniform Guidance) and 2 Code of Federal Regulations 2900 (which is the DOL Exceptions) which define the conditions under which grantees may charge costs within federally-funded grants. These regulations provide guidance to help you determine whether specific planned expenditures are allowable, unallowable, or allowable with conditions.

There are also other requirements included in the terms and conditions of the award.

So we're now going to turn our attention to the compliance review process for the One Workforce grants. But first let me briefly recap the grant rollout timeline. In January, after the final grantee selections were made, the Department began programmatic and fiscal compliance reviews of each grant. The Office of Grants Management issued award packages to each grantee that included a compliance notification letter that we are going to talk about in a moment.

In February, as a follow-up to the compliance notification letter we sent programmatic condition of award letters to a few grantees who had issues that need to be addressed. We will address any performance-related issues we identified in the grantees' statement of work and will start to follow-up on those items over this next quarter.

OK. So back to the compliance process, which is currently underway. As part of the compliance review process we developed a program compliance notification letter with the Office of Grants Management that highlighted key areas of programmatic grant compliance that are noted here on the slide here.

The program compliance notification letter highlights the key components of the grant agreement you see here. No additional action was required by the grantee, but the letter reiterates that the authorized representative is responsible for ensuring compliance with all aspects of the grant award.

Items we highlighted included participant eligibility as we discussed earlier. Grantees may use up to 10 percent of grant funds to provide supportive services only to individuals who are participating in education and training activities provided through the grant, and only when: one, they are unable to obtain such services through other programs; and two, such services are necessary to enable individuals to participate in education and training activities under the grant. So it's key to remember, because you may get them unallowable if you don't really make a note of it, and you don't want that because you have to pay back the government if you incur costs that are unallowable.

Next bullet. The One Workforce grant has some specific restrictions around the use of grant funds for on-the-job training and apprenticeships. We anticipate there may be questions about these restrictions and we will provide additional guidance in the coming months.

Work experience and internships are defined as a planned, structured learning work experience that takes place in a workplace for a limited period and under this FOA, and must be paid. For applicants that are serving incumbent workers, incumbent worker salaries paid by the employer are not allowable costs to be reimbursed under this grant.

H-1B grants are required to submit a quarterly progress report containing updates on the implementation and progress specified in the grant's Statement of Work and the status of grant program outcomes for all participants that receive grant-funded services. We'll talk about performance reporting requirements in a moment.

As a condition of grant award, grantees are required to participate in a national evaluation, if undertaken by DOL, as Greg mentioned earlier. We will work with Chief Evaluation Office and our ETA Office of Policy Development and Research to determine if a national evaluation will be conducted and provide more information as we have it.

Your FPO is the primary point of contact throughout the period of performance of your grant and will work with you and your FPO to resolve any compliance items or questions related to the grant.

We were asked -- there were a few applications where, for whatever reason, the FPO was not able to respond for a long while to the employees from the grantee. There is a One Workforce that you can send your messages as well, if you have not heard from your FPO, let's say, in maybe a week or so. So there's that available to you.

Some grantees may have conditionally approved funding, meaning that they're placed on partial notice to proceed. These grantees have a drawdown restriction placed on their grant and can only access up to $80,000 of their grants funds until they have resolved certain conditions.

All grant applicants are required to submit a completed financial assessment, or FSA, form. Grantees that did not provide the FSA form or provided one but incomplete, these grantees received conditionally approved funding; but to resolve this condition, grantees must submit a complete FSA form to their FPO.

Grantees that have never received ETA grants or have not received ETA grants within five years from the closing date of the FOA are automatically placed on conditionally approved funding.

To ensure that new grantees will be able to manage the financial and administrative components of the ETA grant, new grantee must: provide their financial and administrative policies and procedures to their FPO. And you have that specified on the NOA page in the grant agreement.

Release of additional funds up to the amount approved for the project will be based on your ability to address these conditions I mentioned. Once the requested information is provided and approved by the Department, a full notice to proceed will be incorporated into the grant agreement as an official modification, and the drawdown restriction will be lifted.

A few grantees have also received programmatic conditions of award. It was a letter that came straight from the grant officer -- sent separately -- not many, but there were a few. So if you did not receive a programmatic condition of award letter already, you do not have any programmatic conditions of award.

If you did receive any programmatic conditions of award -- if you received that letter from me -- your FPO will follow-up with you to address that or any questions and resolve the issues with you. Or you have not heard anything from the FPO, don't wait; contact them. Again, if you have not heard from your FPO and you've already contacted them already, send an email to that OneWorkforce mailbox.

The compliance review process addresses performance-related issues separately from programmatic and fiscal compliance issues. As part of the compliance review we looked at the proposed performance targets to determine if there are any issues.

Performance-related issues may include resolving mathematical errors, discrepancies between outcomes reported in the project narrative and required performance outcome tables; or performance outcomes that are not internally logical; like outcomes include more participants who complete training than participants who start training. Doesn't make sense; right?

One Workforce grantees also need to provide annual performance benchmarks in addition to their four-year cumulative outcomes. The DSI program office and FPOs will follow-up with grantees individually on any performance issues we've identified and we will be reaching out to each of you to identify your annual performance benchmarks.

Just a reminder here that the annual benchmarks are to assist in assessing each grantee's progress towards grant goals. Each grant is ultimately evaluated against the four-year performance targets you provided in your grant awards.

Your grant award package also included the grant terms and conditions, starting with the order of precedence, if there is any conflict in what federal laws require. This is followed by any other applicable federal statutes and their implementing regulations, and finally by the terms and conditions of award.

Next is the reference to the Funding Opportunity Announcement, or FOA, and Amendment One; followed by other pertinent grant information. There are several attachments to the grant agreement.

There are five attachments to the grant agreement. These are the SF-424, SF-424A, budget narrative, statement of work; and the indirect cost rate agreement, if applicable.

One very important term of your grant deals with equipment purchases. ETA defines equipment as any tangible, personal property -- including information technology systems -- with a per-unit acquisition cost of $5,000 or more, and a useful life of more than one year. This includes the purchases of Automatic Data Processing equipment.

Grantees must receive prior approval from the grant officer to purchase any equipment. Even if the request to purchase equipment is already specified in your statement of work and/or budget, prior approval is still required. You are to submit a detailed list describing the equipment you plan to purchase for your program to your FPO for review as early as possible in the period of performance.

Your FPO will review these items and submit the list for approval. A modification to your grant will be processed approving the equipment purchase.

Attachments A and B and C of the grant agreement contain all this information here. You can see it here, so I'm not going to read each individual item. Next slide.

For those applicants claiming indirect costs, Attachment E includes the negotiated indirect cost rate agreement, also known as NICRA.

If you claimed indirect costs and did not provide a NICRA from your federal cognizant agency, you were put on a 90-day temporary billing rate. If that is the case, please send your approved indirect cost rate agreement to your FPO.

Please note that until a negotiated agreement is received, spending on indirect costs will be limited to the lesser of either total indirect costs or 10 percent of personnel only. The remaining funds you claimed as indirect cost which have been awarded for indirect costs are restricted and may not be used for any purpose until the awardee provides a signed copy of the NICRA or cost allocation plan.

If the agreement is not submitted within 90 days of the effective date of the award, no funds will be approved for reimbursement of indirect costs.

Any questions for me? It's pretty self-explanatory, right? So I will turn it over now to Andrea, who will give you grants modification. Andrea?

ANDREA CHISM: Thank you, Brenda, and welcome and congratulations to everyone again. My name is Andrea Chism and I will be serving as the lead grants managements specialist for the One Workforce.

So we're going to talk a little bit about grant modifications, right? And so what we want to know is with great modification, why do we have it?

Grant modifications are vital during the grant process. As we go through the next couple slides, I will outline the different phases of modification process, identifying essentially the what, why, and how.

The process for modifying a grant can take between 30 and 60 days to complete. Please understand that any requested changes cannot be implemented until you have received that final approval from the grant officer.

So that leads us to our first question, what is a modification or what we like to call a Mod? It's a tool used to modify your grant agreement during the period of performance for transparency between the grantee itself, the regional office, and the national office.

So over the course of the grant you may decide we need to make some changes. There needs to be some changes to maybe the statement of work or the scope of work. And a typical or minor change to the SOW could be a change in One Workforce partners.

Your partnership structure is crucial to the success of your grant, so if something happens to one of your partners, you definitely want to notify your FPO immediately.

Maybe you're thinking about having additional -- or adding additional occupations to your training design. Another example is if you are considering including additional training occupations to the statement of work. This may be considered -- and I say "may" with strong emphasis -- because with a strong justification and supporting labor market information that the occupation may need to decide and determine if it is in demand in that service area.

You may at some point realize that there need to be some changes to the key personnel or the authorized rep. If things are changing, you need to definitely notify your FPO so that we can make those updates to our systems accordingly.

If there have been some staffing changing, there may be some budget realignments. So again, that would be a reason why you might need to do a modification.

And in very rare cases, you will see changes in the service areas get approved, and this is because the service areas were self-selected and presumably were based on a demonstrated need in a defined service area. So if something were to happen in that area -- let's say a major natural disaster or a significant change in a local economic condition -- that may be a justification where changing your service area may need to get approved.

However, additionally, we would expect grantees requesting service area changes to have signed documentation of commitments by the required partners in those revised service areas.

So as a rule of thumb, all requests must be submitted on your organization's letterhead and signed by the authorized representative at least 30 days prior to the effective date that you are seeking. The letter must be outlined -- must outline the modification purpose; let's say, for example, changing your partnerships; why the modification is needed -- are you thinking about adding new partners; are you thinking about moving partners; and why the change would benefit the program, along with supporting and/or required documents.

So two requirements for supporting documentation includes if a modification is to change the authorized rep. The letter again should not come from the new or the incoming AR -- authorized rep. The letter must instead come from either the departing authorized rep or someone in a supervisory or oversight role of that AR; for example, the president of the board of directors, or in educational institutions, the President, something along those lines.

If a budget realignment modification is being submitted, you are required to provide several pieces of information. One would be a revised SF424, and SF424A and a budget narrative. The budget narrative should have clear delineated costs descriptions associated with each of the line items on the SF424A. The narrative should also justify the amounts and the changes that's being requested. So if you have any questions or you need to talk things out, again, please contact your FPO. They're there to guide you through that process.

All right. So again, you've heard us stress it over and over and over again. Your FPO will be your first point of contact regarding your modification request in this particular situation; right?

And we say that because they will review the request and conduct an analysis; and through that analysis, they may ask you questions, such as, how will the service areas -- or how will the service and staffing be impacted with this modification that you're asking?

Is the change effective and beneficial to the grant? What about the program enrollments and expenditures; are you on target? If you're not, then what are some of the issues to having? Does it change conflict with the requirements of the FOA? And last but not least, are the changes that you're proposing allowable?

So after the FPO has conducted their analysis -- and this may have been an exchange -- but if everything's all good to go, a signed final request that it will go or will be sent to your FPO. They will then in turn submit it to the regional grants officer if it's a simple modification. And Greg talked about that a little earlier in a presentation -- in the presentation.

If it's a more complicated modification -- like for example, SOW changes -- the FPO will send the request to the program office, which then they will conduct their review. They will provide concurrence or any back-and-forth feedback. And then that would then in turn come to the grant officer in the national office.

The grant officer will review the request. There may be additional questions that we may need before we can submit it for approval. However, if they are no additional questions, the grant officer will sign the modification and approve it.

Once that's done, both you and your FPO will receive a copy of that signed modification notice via email. You should have received the grantee handbook; there is detailed information in how you can submit modifications in the grantee handbook. So please make sure that you are using and referring to that guide as often as possible when submitting modifications.

So let's do a quick recap, if we will.

So to submit up the modification, you should always start, again, by contacting your FPO. This will save you a lot of time, right, when you have a discussion with them and you're explaining to them what needs to happen.

Once that conversation has happened, you will then draft a request which should be addressed to your grant officer. The letter, again, must be written on the organization's letterhead. It should include the modification type, your grant number, your H-1B One Workforce grant number, and a justification of why this most modification is being requested.

Once the FPO has finished and everything looks good, a final letter should be signed, which then will be submitted to the FPO. The FPO will then forward it to the grant officer for final approval.

As a reminder, requested changes cannot be implemented until you have recieved that final approval email "mod notification letter" from your grant officer.

So without further ado, let's do a little pop quiz, if we will. A lot of information has been sent out.

So at this point, you would like to add a new industry or occupation to your grants. Which are the following answers provide the best response to describe the process for submitting a grant modification? I see some of them coming in.

All right. So, yes, I see most of you saying write a formal letter of request to the grant officer, provide justification, and ensure it is signed --

send an email request to your FPO -- in this particular case it will send an email request to your FPO.

Again, you want to make sure that you are reaching out to your FPO to discuss the modification request. Because at the end of the day, once you have the discussion, there might be additional information that you may need to include in that letter to the grant officer. So, again, as I mentioned in a previous slide, when you have that conversation, it will save you a lot of time and effort.

And so for that, I thank you for your time this afternoon, and I will be turning things over back to Greg.

MR. SCHEIB: Thank you so much, Andrea. And so I was -- I was kind of laughing at that -- not laughing, but I haven't been in that situation, that last question because C is my theme, like the way to go? And ultimately, that's what you will be doing. You'll be submitting a formal letter.

But just experience has shown that everybody ends up doing modifications for different reasons -- budget modifications, things like that -- but often what where we waste a lot of time is if we get a request in before it's sort of ready and has all the information we might need around it.

So talking to your FPO and just making sure you have all your ducks in a row before you put your formal request in for the modification is always a good, good thing to do; because then you can make sure that you've got all the pieces together, the justification and any other documentation along.

I'm just taking a quick look here in terms of our questions. There is one, and I'm hoping that Andrea or Brenda can answer this -- "How large a budget realignment triggers a modification? With these large budgets there may be small changes resulting from a myriad of minor technical changes of various sorts." And I'm hoping that Andrea, you or Brenda could take that one on plus.

MS. RUGGLES: Greg, could I send you that information? I want to be sure that I give the citation as well from the Uniform Guidance; is that OK?

MR. SCHEIB: I'm sorry.

MS. RUGGLES: Oh, sorry. Spoke so fast. There is really no specific requirement as to when you should request a budget modification, but if we can -- if I could send you the information later and you can send it to the group for the Uniform Guidance, I want to be sure to have the exact citation.

MR. SCHEIB: OK, will do. Yeah, absolutely, of course.

MS. RUGGLES: Great. Thank you.

MR. SCHEIB: Yep. Anything else before we move on, well, we're really rolling along here, but we've got about 10 more minutes where we're going to wrap up.

There's none. At this point, I'm going to go ahead and move this along here, so I'm going to take a little time now. (Inaudible) -- Grace, the slide, if you don't mind.

We're going to talk just briefly about grants performance reporting -- very high level and again, just be assured that we have information over the next few months.

Again, a key component, certainly, of managing a grant is the tracking your reporting of your grant outcomes. Performance reporting is important both to the department and each of you for a number of reasons, including demonstrating the impact of your grant, documenting the results of effective program design models and service delivery strategies; for providing information on the success of our programs to the other stakeholders, Congress, the general public; helping to make sure that you are making informed data decisions -- data-driven decisions to improve your program design. So having having good performance and data is always important in that regard.

So as part of your awards, all One Workforce grantees are required -- again, as we mentioned -- required to submit performance progress reports to ETA on a quarterly basis. These reports must be submitted -- these reports must be submitted on time each period in order to comply with the reporting and recordkeeping requirements of the grant.

So as part of that, each grantee is going to submit their quarterly progress report, which includes a quarterly performance report and a quarterly narrative report. Your final reports will be submitted at the end of your grant and summarize your grant activities and final performance outcomes.

Final reports are in the same format as the quarterly reports, but obviously you don't have to worry about that for, oh, about four years; but we will talk more about that when it comes up.

I think you are ahead of me, Grace.

As part of the awards One Workforce grants, you are required to submit performance progress reports to -- did I just say that? I just did all that. All right. Maybe I'm mixed up.

Quarterly progress reports are due no later than 45 days from the end of each quarter. And each quarter you're going to be reporting on activities that occurred through the reporting quarter.

For this first reporting quarter you're going to be reporting on activities that occurred from the start of your grant -- February 1st -- through March 31, 2021. Your first quarterly narrative report will be due no later than May 15th of this year.

You're not going to submitting a quarterly performance report at the present time. We are going to -- we are in the middle of updating the H-1B schema for which this part of the larger renewal of the -- WIPS PIRL, for those of you that are using this now. So over the next couple of quarters, we're going to be giving you more information about that.

Again, the quarterly progress reports are submitted through the system again. Some of you have already using that either on this or other programs that EPA runs. You do that -- you do that both two ways. We're going to -- you're going to -- you're going to be submitting a quarterly narrative report through WIPS, which contains kind of the qualitative updates on the implementation, the progress of your grant.

And then you're also going to be submitting a quarterly performance report, which is created in which using a data file that you upload each quarter on all your participants. In preparation for reporting participant performance in WIPS, grantees are going to need to collect and track participant level data on demographic information services and training received.

Potential outcomes in employment and employment retention for there, but be assured that we will be offering several webinars in the coming months.

So I just wanted to talk briefly about the reporting process for this upcoming quarter, just to give you a sense of that. Though, in future quarters, you will be submitting your quarterly narrative reports and your quarterly performance reports through the WIPS system, but in the first quarter, we'll be following a slightly different process.

For this first quarter, the quarter ending, March 31st, 2021, you will not need to upload a participant data file or produce a QPR. For most of you, this will not be an issue since you're either not reporting -- you don't have any participants yet. You will, however, be submitting the quarterly narrative report.

Grantees will be getting some guidance through an email shortly after this webinar. And in that letter, we're going to be providing you with some information on how you can request a WIPS account for your grant. The first quarter, you'll be submitting only your quarterly narrative report through WIPS. But before this quarter is out and before May 15th, we're going to get all of you with access and you'll be submitting your quarterly narrative report through WIPS that way.

For those of you who do have participants in this first quarter, even though you will not be reporting on those participants, you should be tracking and collecting participant information in preparation for reporting participant activities later this year.

And as I alluded to earlier, as I mentioned in one of the earlier, we will be providing you information for you. At the very least, you'll know what data elements you'll be collecting on so that you can start collecting that data. And then when the time comes, you can report it through the WIPS system.

Let's see. I think I've gone through most of this.

Performance reporting can be daunting. Yeah, I mean, so we have some veteran grantees who have reported in WIPS before, so hopefully some of you are kind of familiar with it. But the WIPS can be a little tricky at the beginning, just getting your files to where they need to be and getting through all the edit checks that you have to get through to generate quarterly performance report. But we have a very strong performance team and we're going to be offering office hours every quarter once we start submitting to help resolve questions as people go along.

Anyway, I think that's about all we want to say for performance at the time. You may have a lot of other questions, but again, be assured that we will certainly answer them. And you can always send questions to the One Workforce mailbox if you do have questions.

At this point, I'm going to go ahead and turn things back over to Danielle, who's going to talk a little bit more about just grant communications moving forward.

MS. KITTRELL: Sure. Great. Thank you, Greg. And folks, I'm going to run through this quickly, so bear with me because we are running out of time. But let's talk about communication now.

So as you begin to hire your staff, it is very important to provide the staff contact information to us as soon as possible. And we do recommend that you have at least one primary project POC, or point of contact. One of the most important members of your team is the individual you designate as your primary POC. And this is because they will have and receive all future communications regarding training, webinars, policy guidance or any other kind of important, pertinent information as it pertains to the program aspects of your grant award. The POC is also responsible to communicate with your partners. Please note that as well.

And if the POC changes, please make sure to provide updated information to both your FPO and to the program office by email as soon as possible. Please also note that the POC is an additional staff person or persons, so the grant's authorized rep who is officially listed as the grant authorizing rep -- or changing the authorizing rep of your grant does require a formal modification right now.

So let's quickly review your communication plan. As we said before, you should always contact your FPO first. If you have any questions, you should always check WorkforceGPS for resources and whatnot as well.

If you are the grant lead, please e-mail your FPO for any questions. And you can see there who else you need to contact as well.

Now, as the grantee, when you need to contact EPA or the program office, you should do so by contacting again, get a feel for it, always copy the One Workforce mailbox. And please remember this, OK, include your client number, and lead grantee organization name, describe your questions, issues in detail; and please be patient with us. You can imagine we manage so many grants in the national office. So just know once you email us, we're working on your questions to help you efficiently. Now, typically EPA will contact you through your FPO and the One Workforce mailbox for specific requests and information.

FPOs in the national office regularly send out email blasts to you, so please make sure that your email system does not confuse our email communication as spam. One way to do this is to send an email to the One Workforce mailbox, which can help your system recognize emails coming from our mailbox as legitimate communications. But also, we share information to the COP or WorkforceGPS when it's ready, and we are in the process of setting that up as well. So we'll keep you informed on that.

Now I'm going to pass it back over to Greg to talk about technical assistance.

MR. SCHEIB: Thank you so much, I almost hit the hang up button, but which would not have been good. So just talk a little bit about technical assistance needs.

So we wanted to let you know, I mean, one of the things that we did, once we got all the way through the final awardees are going to be on the One Workforce, we did a compliance review, as we talked about earlier, and did give us kind of an early chance to look at some of the areas that we think we might see some potential TA needs. Some of those include ensuring that the grant, you know, you all include; you understand the participant eligibility; how and when supportive services can be offered; clarification on the OJT and apprenticeship reimbursement restrictions that we covered a little earlier before.

Also, you may need some clarification on the H-1B co-enrollment policies; specifically, that individuals cannot be enrolled in two different H-1B grant programs at the same time. So you may have questions about that. We can certainly go into that later or after this call; a clarification on recognized post-secondary credentials and what counts.

We did notice that some folks are listing OSHA-10 training as a as a credential. But technically, our guidance -- our ETA guidance around that doesn't really allow you to to count that. It's still very valuable. It's just it doesn't count from the standpoint of a credential, the way that we look at it.

Articulations, again, between pre-apprenticeships and RAPs and IRAPs, making sure that they're there; and also just performance outcome clarification, things like that.

We are going to be developing a TA plan over the next few months and we'll be rolling that out again over the next quarter.

Finally, we are kind of here at the end and thank you all for bearing with us. I know that this is a lot of information to impart, but we would like to hear -- and if you could just throw down in the chat area, if you have any topics that you think would be beneficial from your perspective that we could help out with, it would be very useful to us as we can start kind of tailoring the kinds of information we can pull together for you to make sure your questions are getting answered.

So feel free to just go and put those in a chat for now. So go ahead and keep doing that while you're doing that, I'm just going to keep on talking a little bit.

Just the next steps to consider. Make sure that if he you have any -- which there were very few -- make sure you're responding to the conditions of awards to your federal program officer. Do review the DOL fiscal training tutorials that we shared in the link here in the PowerPoint. You can go to it that way. So make sure to download the PowerPoint through the download window here and in the in the Adobe Connect.

Make sure that you do take a look at the grantee handbook and the RISE modules will be very helpful to you.

It says, "Review the DOL performance reporting requirements." We don't have a lot out for you yet. We are going to have more out for you soon. But there is some basic information that we're going to be getting out to you, just so that you have an idea of where we're headed, and then over the coming months will be giving you more very intensive information. Certainly, it's always important to remember, and we sometimes do have to remind people -- your funding opportunity announcement is really the basis on where this grant stems from.

So if you have a question about what you can and can't do, the first place to look at your funding opportunity announcement. If you still have questions about that, certainly reach out to your FPO and we'll work with them on you to make sure that we're all on the same page.

Do definitely update your grant point of contact as needed. I would also say take the opportunity to put in a chat, or even better yet, write the One Workforce at DOL mailbox and let us know who we need to know or who we need to have on our contact list so that the right people are getting information about technical assistance and performance information, that type of thing.

Let's see. Finally, I really would encourage you. Your FPOs are really a crucial piece of this puzzle. We're certainly here to help you here at DSI and the rest of the team at the grants office, but your FPO is really going to be your go-to person.

So please do get to know them. Hopefully many of them have already reached out to you. But if you do have questions or concerns or you're not quite sure or you are not sure if your interpretation of something is right, please, please, please reach out to them and ask your questions. Because, again, many times if you go with one assumption and then you find out it's not that way, then you get yourself in trouble later on when we come out and do a monitoring site visit or something with you.

I see. So I do believe that kind of wraps this up. There's -- we are very short on time, but if there are any last pressing issues.

Yes, so I can I'm just taking a look at some of the chat questions here, and I can try to get to a few of them before our time is up.

So I do want to -- I do want to say, it seems like there's a little bit of confusion on what's happening for the reporting that's coming up.

So the next quarterly performance reports are due May 15th, and we are going to get you WIPS access between now and then, and you're going to be submitting a quarterly narrative report by May 15th. And it is a little early, but you will be reporting on the first couple of months of your grant. So generally, that's going to be talking about what your startup activities are; what you've got in the works to get things rolling. Over the coming months, we're going to get you more detailed information about when you'll be submitting your quarterly performance reports, which is when you upload a participant data file and generate a quarterly performance report. But that'll come later.

Let's see. So we make sure I get some of these.

And it says, "In reviewing the grantee handbook, I found a link to the quarterly narrative report, which is significantly different than the last H-1B grant, Ready To Work. Will there be a limitation on the number of characters in each section?" Yeah, you're going to submit your -- you're going to submit your quarterly narrative report through WIPS and there is an approved quarterly narrative report format. You put all the data in the field in the WIPs, but it takes them the section to take about a page and a half's worth of text.

So you'd be hard-pressed to run out of room for those. And you can always attach attachments if there's other materials that you want to attach with the quarterly narrative report, to answer that question.

There is a question about no 10 percent threshold on a line item for the budget. And I think that's the one that Brenda wanted to get a specific reference to, I think informally. Gut the the best thing to do on that, ask your FPO. Your FPO will tell you the answer to that question. I don't want to answer poorly.

Did I miss any? I see Ayreen is doing a great job taking care of some of these many performance questions -- everybody's still concerned about performance. Good. It's good you should be concerned about -- but I think we're good. I'm just going to go ahead and move to the next slide, if you could, Grace.

So we've put down all our contact information.

But a little informal pop quiz will tell you that you shouldn't probably reach out to any of those people first. You should probably go find out who your FPO is and reach out to them first. But inevitably, once you reach out to your FPO, you'll be talking to one or many of us on this list.

And that brings us to the end of our presentation for today, so thank you all so much. I just -- I don't know if any of my other speakers today wants to say anything before we head out, but we really do appreciate it. We really are excited. It's a small -- you know, 19 grantees, and so we're going to get to know each other very well in the next four years. So we're really looking forward to that.

Anybody else before we say goodbye?

MS. RUGGLES: Hi, Greg. It's Brenda Ruggles.

And so let me expand my response, then. I really would like to reference the CFR, but -- so please read the 2 CFR 200.308. But if the cumulative amount of the changes in your budget exceeds or expected to exceed 10 percent of the total budget as last approved by the grant officer, then you have to get approval from the grant officer. That makes sense?

So if any transfers from cumulative amount of transfers exceeds or expected to exceed 10 percent of the total budget, then you need to do a budget realignment mod. That's all, Greg, thanks.

MR. SCHEIB: There you have it. But again, if you have any questions, just reach out to your FPO and we'll make sure we clarify anything again. If you have any folks from your end, new contacts that need to be included on communications going out, anything like that, send them to the One Workforce mailbox.

And thank you all for hanging in this afternoon. Hope you have a great afternoon and we'll be in touch soon.

(END)