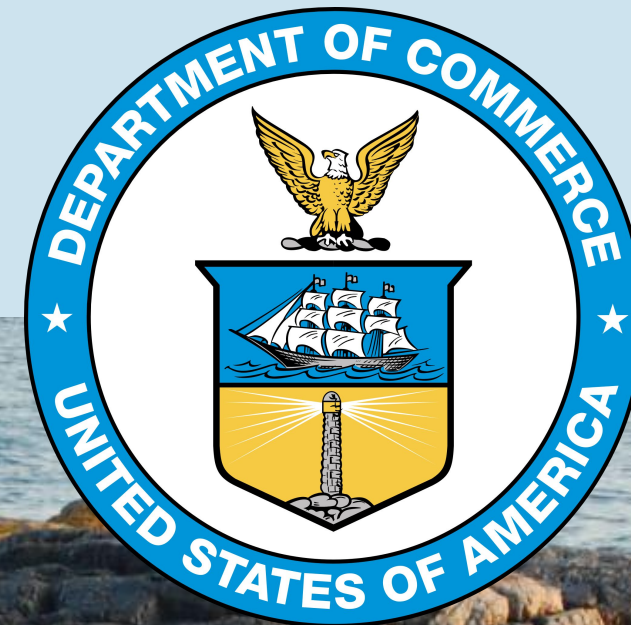INFLATION REDUCTION ACT CLIMATE-READY WORKFORCE FOR COASTAL STATES, TRIBES, & TERRITORIES COMPETITION

INFORMATIONAL WEBINAR

Our Agenda

- **INTRODUCTION TO NOAA & SEA GRANT**

- **IRA LEGISLATION OVERVIEW**

- **CLIMATE READY WORKFORCE COMPETITION GOALS**

- **IMPORTANT DATES**

- **APPLICATION BREAKDOWN**

Presenter

Joshua Brown

Environmental Literacy &
Workforce Development Lead

National Sea Grant College
Program

National Oceanic and Atmospheric Administration

Vision

- Resilient Ecosystems, Communities, and Economies; and
- Healthy ecosystems, communities and economies that are resilient in the face of change.
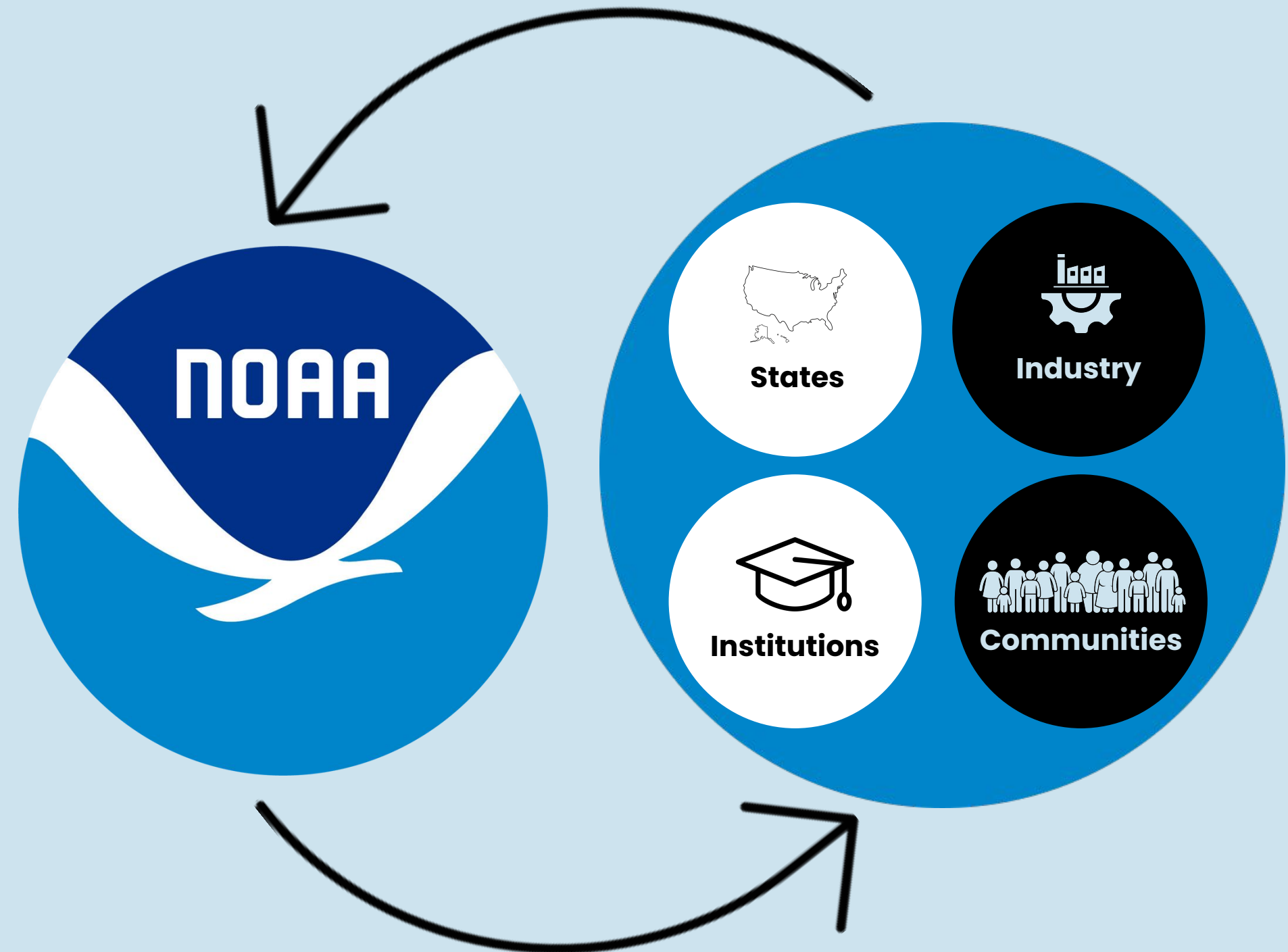
Mission

Science, Service and Stewardship

- To understand and predict changes in climate, weather, ocean and coasts;
- To share that knowledge and information with others; and
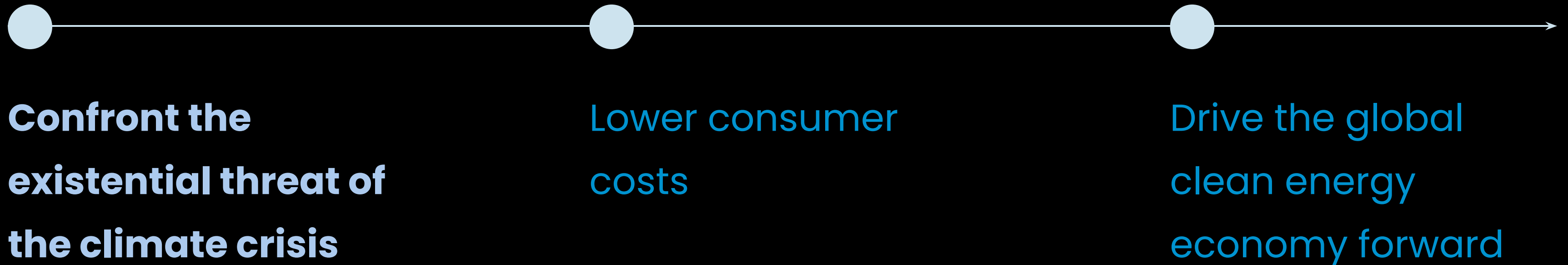- To conserve and manage coastal and marine ecosystems and resources.

NOAA Partnership Model

National Sea Grant Office	• NOFO processing and management • Grants Administration
Climate Program Office	• Climate Resilience Technical Assistance • Knowledge Sharing Platform • Reporting & Monitoring
Office for Coastal Management	• Training

States

Industry

Institutions

Communities

Inflation Reduction Act 2022

Confront the existential threat of the climate crisis

Lower consumer costs

Drive the global clean energy economy forward

Justice 40

The Biden Administration's goal to have 40 percent of the overall benefits of certain Federal investments flow to disadvantaged communities that are marginalized, underserved, and overburdened by pollution. Investment categories are: climate change, clean energy and energy efficiency, clean transit, affordable and sustainable housing, training and workforce development, remediation and reduction of legacy pollution, and the development of critical clean water and wastewater infrastructure.

GOAL

Recruit, train, and **place** workers in **good jobs** that enhance climate resilience

Modeled on EDA's Good Jobs Challenge

Industry-led, worker-centered training partnerships and systems across the country

https://www.eda.gov/funding/programs/american-rescue-plan/good-jobs-challenge

Important Dates

Application Materials

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Jul 11 ◯ 2023

Definition of Resilience Webinar

Jul 12 ◯ 2023

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- Recruitment and Hiring
- Benefits
- Diversity, Equity, Inclusion, and Accessibility (DEIA)
- Empowerment and Representation
- Job Security and Working Conditions
- Organizational Culture
- Pay
- Skills & Career Advancement

Good Job Principles

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Jobs that Enhance Climate Resilience

Worker roles that perform one or more of the following climate-informed skills:

- Apply equity-centered climate resilience principles
- Reduce exposure, vulnerability, and risk to climate-related impacts
- Design, build, operate, maintain, and/or improve the infrastructure and systems (including nature-based systems) needed to reduce climate-related vulnerability and/or risk to people, assets, services, resources, ecosystems, or other attributes valued by individuals, businesses, communities, and/or governments
- Other relevant skills

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Jobs that Enhance Climate Resilience

Skills that solely lead to the reduction of greenhouse gas emissions (i.e., "mitigate climate change") as their primary focus (for example, building renewable energy infrastructure) are not included under "good jobs that enhance climate resilience," for the purpose of this funding opportunity. However, where greenhouse gas reductions are co-benefits of resilience efforts, such projects are welcome.

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What's In A Project

- Eligible organizations form partnerships with employers
- Applicants identify climate-resilient jobs employers need filled
- Applicants partner with employers and appropriate climate-service practitioners to determine skills needed for those jobs
- Full team develops trainings that meet the needs of employers
- Training is implemented leading to placement in employer-committed jobs
- Recruitment of diverse training participants
- Provision of wrap-around services to support training participants

Funding for Two Stages

Program Design

Funding to develop skills training curriculum and materials and secure technical expertise to train workers

Program Implementation

Funding for non-construction projects needed to provide workforce training (includes wrap-around services)

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Phases:
Program Design

- Employers identify in-demand industry/ role to focus on based on hiring needs and market analysis
- Determine skills needs from employers for selected industry/role
- Develop training model and curriculum with (or by) employers
- Gap analysis: Determine the existing training providers/courses that could be scaled to help address skill needs
- Secure employer commitments to hire (e.g., work-and-learn, conditional hire, employer commitment to hire specific # of successful trainees)
- Develop plan to partner with CBOs/ WSOs to conduct outreach and recruit underserved workers to participate in program

- Recruit underserved workers who are unemployed or underemployed to participate in program
- Deliver skills training
- Provide wrap-around services to workers (childcare, transportation, coaching)
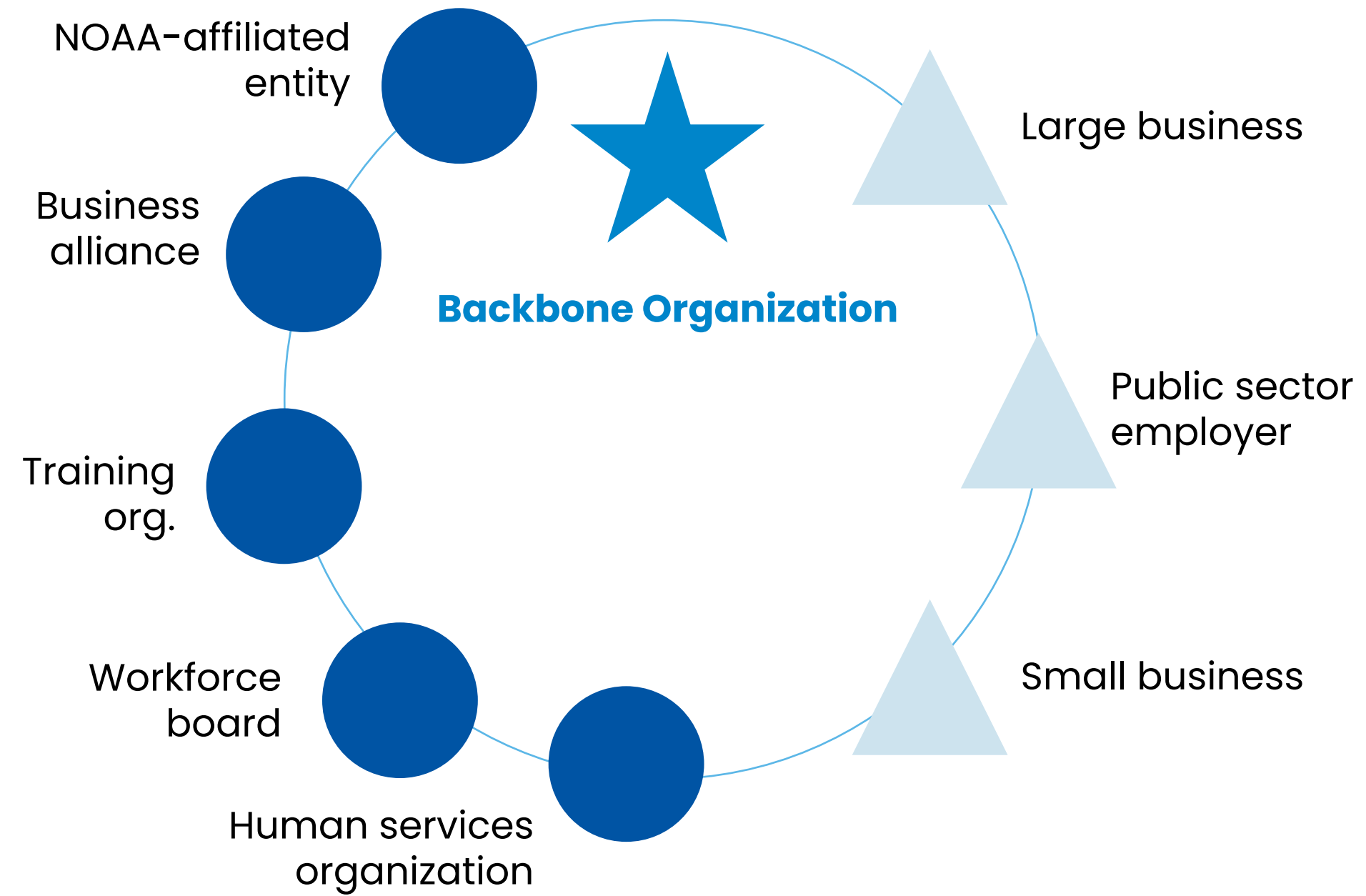- Place workers into well-paying, quality jobs

Phases:
Program Implementation

Example:

Backbone Organization

NOAA-affiliated entity

Business alliance

Training org.

Workforce board

Human services organization

Large business

Public sector employer

Small business

★ Backbone Organization (leader for partnership)

● Strategic Partner

△ Employer Partner

Program Priorities:
Must Haves (p. 12-13)

All projects considered for funding under this NOFO must address the program priorities set out in bulleted text.

- Be consistent with NOAA's strategic focus to enhance climate resilience, make equity central to our work, and support economic growth and the agency's mission of science, service, and stewardship
- Support one or more of the following actions from the Ocean Climate Action Plan
  - Promote coastal community resilience strategies that are adaptive, equitable, and based on best practices.
  - Support transformational resilience investments in coastal habitat restoration, conservation and in coastal community resilience.
  - Advance evaluation and adoption of nature-based solutions, such as living shorelines, to build resilience against climate-driven coastal hazards.
  - Reduce climate threats and improve the resiliency of climate-vulnerable protected species, including marine mammals.

Program Priorities:
Must Haves (p. 12-13)

All projects considered for funding under this NOFO must address the program priorities set out in bulleted text.

- Recruit workers (e.g., 50-1000+ over time) into "good jobs that enhance climate resilience," and train them for using one or more of the five climate-informed skills (see I.A.).
- Place workers in good jobs within coastal states, tribal nations, and territories or the District of Columbia, with a focus on training workers from the community where the jobs are located (per section VIII.H).
- Support work in communities with climate justice vulnerabilities and in disadvantaged communities as identified by the Climate and Economic Justice Screening Tool.
- Identify and include relevant climate experts as strategic partners on the project team to inform project definition and skill development.

Program Priorities: Must Haves (p. 12-13)

All projects considered for funding under this NOFO must address the program priorities set out in bulleted text.

- Utilize NOAA's and/or its partners' scientific data, data access tools, data visualizations, expertise, and/or other physical and intellectual assets to:
  - Document known climate stressors to justify why the identified jobs meet the definition of "good jobs that enhance climate resilience;"
  - Inform training designed to advance skills for workforce recruits
- Include appropriate wrap-around services (e.g., dependent care, transportation) to support training participants in completing the training.
- Work collaboratively to grow regional workforces and their associated economies by (a) co-developing new or (b) enhancing existing training programs that meet the existing and emerging skills needs of employers.
- Build enduring capacity for a workforce that can enhance climate resilience.

Program Priorities:
Must Haves (p. 12-13)

All projects considered for funding under this NOFO must address the program priorities set out in bulleted text.

- Carry out one or both of the following activities:
  - Program design for partnerships to identify the skills needed by industry and workers, develop the skills training curriculum and materials in collaboration with employers and NOAA (see Section I.A.2.d.), and secure technical expertise needed to train workers with the skills needed by employers, including providing professional development and capacity-building to trainers and educators; and
  - Program implementation to deliver workforce training and wraparound services that place workers into good jobs that enhance climate resilience through new or expanded partnerships.
- Produce tangible metrics, e.g., employer commitments to hire, job placements, advancing workers along chosen career paths, and wage gain Metrics also should be proposed to track progress toward climate resilience, as well as economic, and equity goals.

NOAA **strongly encourages** partnerships to recruit those with barriers to the labor market, for example persons with disabilities; disconnected youth; individuals in recovery; individuals with past criminal records including justice-impacted and reentry participants; serving trainees participating in public benefits programs; and veterans and military spouses.

NOAA **also encourages** partnerships with Historically Black Colleges and Universities, Tribal Colleges and Universities, other Minority-Serving Institutions, community colleges, or technical colleges.

Program Priorities:
Really Good to Have (p. 13)

Opportunity Basics

Funding

- $50 million
- 10-20 awards
- Cooperative Agreements
  - Applicants will work closely with NOAA team as the projects go forward

Timing

- Start dates: **August 1, 2024**
- Duration: **24 to 48 months**
  - **Priority will be given to projects that can start placing workers within 12-24 months**

Eligibility: Location

Must be located in coastal states or territories as defined by 16 U.S.C. § 1453(4) or in the District of Columbia

This includes Great Lakes

Also includes tribes whose sovereign territory falls within those geographic boundaries

Eligibility: Type

- State governments;
- Tribal governments - the recognized governing body of any Indian or Alaska Native tribe, band, nation, pueblo, village, community, component band, or component reservation, individually identified (including parenthetically) in the list published most recently as of 2022 pursuant to section 104 of the Federally Recognized Indian Tribe List Act of 1994 (25 U.S.C. 5131);
- Territorial governments;
- Local governments;
- Institutions of higher education (as defined in subsection (a) of section 101 of the Higher Education Act of 1965 (20 U.S.C. 1001(a))), including Historically Black Colleges and Universities, Tribal Colleges and Universities, other Minority-Serving Institutions, community colleges, and technical colleges;
- Non-profit organizations or associations.

Process

- Competition
  - Applications are selected for funding based on **how they rank in regards to the Evaluation Criteria**
- **Anonymous** expert review
  - Reviewers remain anonymous to applicants
  - Reviewers are experts in:
    - climate
    - project management
    - workforce development
  - Reviewers come from:
    - academia
    - government
    - industry

- Expert reviewers receive **bias training** prior to reviewing
- Letters of Intent need to be emailed ahead of time (specifics discussed later in presentation)
- Full proposals must be submitted through Grants.gov
  - **Some organizations use third-party systems** to help with the submission; these are fine, but **issues with these systems do not impact submission deadlines**
- Applications that do not meet administrative parameters will not be reviewed further

Other People's Money

- Formal cost sharing ("match") is **not required**

BUT

- Other people's money will make projects **more competitive**
  - Examples:
    - employer commitments
    - staff time
    - volunteer hours

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Application Breakdown

Letter of Intent

- Brief summary of proposed project

- Allows us to:
  - Gauge interest
  - Assemble reviewers

Full Proposal

- Full description of the proposed project

Letter of Intent

Purpose
Must be **received** by Sea Grant in order to submit a full proposal

Will not be formally reviewed and commented on

Measures interest

Helps ensure appropriate reviewers

Emailed to sg.grants@noaa.gov

Content
- Working project title
- Lead Applicant Name(s)
- Lead Applicant Position(s) and Affiliation(s)
- Lead Applicant Contact Information
- Climate Service Practitioner Name(s)
- Climate Service Practitioner Position(s) and Affiliation(s)

Letter of Intent

Content

- Climate Service Practitioner Contact Information
- Number of phases to be completed within the scope of the project
- The approximate funding to be requested
- Brief discussion of the partnership, its approach, and its impact.
  - Identify the region/community in which the work will take place to the county-equivalent level by Federal Information Processing Series (FIPS) code. Applicants should use the Climate and Economic Justice Screening Tool to identify geographically located disadvantaged communities that will benefit from this program (https://screeningtool.geoplatform.gov/; https://www.whitehouse.gov/wp-content/uploads/2023/01/M-23-09_Signed_CEQ_CPO.pdf).
  - Identify the sectors that will be supported through this project and how they connect to climate resilience
  - Address how the proposal will transform workforce capacity.
- Table of potential partners

Full Proposal

submitted through grants.gov

Full Proposal

Narrative Requirements

- Project Narrative (**15 pages**)
  - Project Description and Overview
  - Partnership Structure and Commitments
  - Regional Description
  - Impacts of the partnership
  - Funding Request and Program Design and Implementation
  - Sharing results and knowledge sharing
- Professional Qualifications
- Required supporting documents
- Non-profit certifications
- Optional Supporting Documentation

Full Proposal

Budget Requirements

- Budget Narrative
  - Sea Grant 90-4 Form
  - Budget Justification
  - Copy of Negotiated Indirect Cost Rate Agreement

Additional Requirements

- Forms:
  - SF-424
  - SF-424A
  - Additional SF-424A, Extra Section B
  - SF-424B Assurances
  - CD-511
  - SF-LLL

System for Award Management

- Applicants **must:**
  - Be registered in SAM **before** submitting its application;
  - Provide a valid unique entity identifier (UEI) in its application; **and**
  - Continue to **maintain an active SAM registration**
- NOAA **does not** handle SAM processes
- **It can take more than a month to get an account active**

Application Evaluation

- Overall Alignment with Priorities **(5 points)**
- Identification of Regional and Sectoral Needs **(5 points)**
- Proposed Approach **(10 points)**
- Project costs **(5 points)**
- Climate Resilience Workforce Skills **(10 points)**
- Backbone Organization's Capacity **(10 points)**

- Employer Partnerships **(10 points)**
- Employer Commitments **(10 points)**
- Job Placements Expected **(10 points)**
- Strategic Partnerships **(10 points)**
- Co-Investment and Sustainability **(10 points)**
- Diversity, Equity, Inclusion, Justice, and Accessibility **(10 points)**

Questions

Please use the webinar's Q & A feature

seagrant.noaa.gov/CRW

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