

Q: Are there guidelines for the cost per participant?

A: No

Q: Is there another agency that we have to sign into besides grants.gov?

A: Yes, you'll need to use the [eRA platform](#). It will be linked in the pdf! You also need to have an account at SAM.gov.

Q: Have NOAA and other departments reached out to employers to help bridge the gap while supporting the building of relationships?

A: No. The purpose of the solicitation is to cultivate partnerships that advance people along their chosen careers while leveraging capacity at NOAA. NOAA relies on the partnerships themselves to establish and maintain good working relationships with employers. Evidence of strong working relationships with employers is emphasized in the grant review criteria.

Q: Can funds be used by subgrantee partners to purchase curriculum for training?

A: Yes.

Q: Do we need a reference list?

A: Please use one if you cite others' work. You do not need letters of reference, though.

Q: Where do we input the NEPA statement?

A: It should not be required; if it is, put it at the end of the project narrative.

Q: Do we need a 3rd party validation?

A: No

Q: Do Sea Grant/CAP RISAs have their own documentation that they must upload or create?

A: No

Q: Have not been able to get a response on the indirect cost rate application. Should we submit 10% rate and will 90 day period be available to finalize?

A: Yes

Q: eRA commons registration is still pending. What is in there that we will need to complete?

A: You need to have an active account in order for your application to move from grants.gov to NOAA

Q: Is the Budget narrative part of the 15-page max or separate?

A: Separate

Q: do you need a 90-4 for every single payee/contractor/vendor?

A: For every sub-award, yes.

Q: Can you elaborate on the requirements for data collection and results reporting?

A: Recipients will be responsible for tracking the success of their program, including how many trainees participate, how many are placed in jobs, and how those jobs enhance climate resilience. NOAA will work with recipients on how to best capture that data.

Q: Do [these format restrictions](#) apply?

A: Yes. That creates significant issues.

Q: How is it best to handle Sea Grant sub-awards?

A: The backbone organization will make all sub-awards, even to Sea Grant programs.

Q: If we are able to see the specific grant application PDFs, can we assume that we are all set with SAM, eRA Commons, and Grants.gov registrations?

A: That is not a safe assumption - those are viewable to everyone, even those without accounts. Please ensure that you have received account verification messages from all systems, and keep them for future reference.

Q: To whom should Letters of Support be addressed?

A: They can be addressed to "Competition Manager" or to "Dr. Jonathan Pennock, Director, National Sea Grant College Program."

Q: Does an internship paid for by the grant "count" as an initial placement? For example, if a partner organization receives an intern with that employee receiving priority consideration for a future job with climate-related responsibilities can that be considered one of the 50 minimum positions?

A: No, Internships are training opportunities, **not** job placements.

Q: Which forms are required to complete the application and which platforms do they need to be submitted on?

A: All forms listed in the NOFO as required are required; they must all be submitted through grants.gov.

Q: Do subcontracts to nonprofits need to have the nonprofit certification?

A: Broadly, no. Only needed for primary applicants.

Q: Who is the Backbone Organization? I am the PI from a university, but have a team of non-profits, tribes, and boundary spanners as part of the core team with key pieces of the program. Is our whole collective the Backbone Organization, or just the university as we are the lead?

A: The primary recipient is the backbone organization.

Q: Can the 50-worker minimum be over a few years? We were aiming to train about 24 folks, and would need to scale a tad if we need to be training at least 50

A: Yes.

Q: Do we discuss extensive consultation with an organization like NOAA in the narrative or is there some kind of letter they are allowed to submit in support of the discussion?

A: NOAA employees who will be working on the project should submit a letter of support documenting their planned involvement.

Q: Does university facility info go under Backbone Organization? Like, computing support and administrative support of the training program?

A: If the university is the backbone organization, then yes.

Q: Are "green energy" jobs considered climate resilience jobs?

A: If they are focused on providing resilience benefits, then yes.

Q: If we are hiring a Program Manager do we include that position as part of our total number of jobs created?

A: Generally, when we are measuring jobs created, it's not jobs created by staffing the grant itself. Probably not, unless we are training people to be climate-resilient program managers. The program intends to find employers to hire people to fill jobs that are in demand. Dollars for the job, beyond the life of the grant, have to come from some other source. Jobs should be covered under a different budget than the grant itself.

Q: We are proposing to work with city, county, and state offices to identify what climate resilience training and skills they will need future staff to have. In some cases, the departments that our trainees will be hired by are still in the process of being "built", and we will be advising them on what skills they need and who to hire- for example many of our counties are just starting to set up resilience authorities that will hire our trainees. Does this fit, as the need is there, but the employers are not yet set up.

A: Someone from the government in question is still ultimately the employer; they should detail their commitments as appropriate. The employer needs to be able to make the commitment and be held to that. Secure the commitment and justify why it is appropriate. Show the county's commitment to resilience.

Q: Hi! Could you please go over the evaluation criteria for the proposals? Will explicit explanation of the good jobs be required?

A: Criteria are provided in the NOFO in detail. Please explain how the jobs you are training folks for meet the good jobs criteria

Q: A second question: have other applicants encountered great enthusiasm for the training, but hesitancy on the part of employers to commit to a hard number of jobs?

A: Yes; encourage potential partners to make the strongest commitments they can, and then explain why those are the best that they can do.

Q: How many LOIs did you receive?

A: Just under 200.

Q: If employers are unable at an early date to commit to employing people specifically, can the support of industry associations in identifying job needs help NOAA understand that there is in fact a job need to be filled by the proposal?

A: That may be helpful, however, it will not replace commitments. Encourage potential partners to make the strongest commitments they can, and then explain why those are the best that they can do.

Q: In addition to training individuals from marginalized communities, are those jobs supposed to be located WITHIN those communities? Or is the main focus on where the trainee/hiree is from/who they are?

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). Ideally, you would recruit individuals to work in the communities where they are from. You can define and justify those communities.

Q: So we couldn't propose using grant dollars for work and learn (fellowships)? Even if we get commitments from employers to hire fellows afterwards?

A: Work and learn fellowships would be fine (depending on exactly how they are structured); they just would not count as the job placements until the fellow was hired afterwards.

Q: Could you please clarify or share examples of the kinds of entities you consider for "relevant NOAA and NOAA-funded offices, programs, labs, etc" in the partnerships

A: NOAA Laboratories, Climate Program Office, Regional Climate Service Directors, and anyone who works for NOAA is probably a reasonable partner. Then there is the broader NOAA family that includes long-term partnerships between NOAA and other groups. For example, university-based partnerships like the Sea Grant programs, our cooperative institutes that work on climate resilience issues, the Coastal Zone Management programs in many states, the National Estuarine Research Reserves and the NOAA-funded NOAA Climate Adaptation Partnerships (CAP) / Regional Integrated Sciences and Assessments

(RISA) program. Those are the sorts of groups that are in the NOAA-adjacent space that would meet this criteria. If you have a concern about a specific one, please reach out to us. Broadly, someone using this NOAA logo for more than a single grant or an organization that has a longstanding partnership with NOAA. You can find people using the [U.S. Climate Resilience Toolkit](#) and the [CRW resources page](#).

Q: Initially, this NOFO said \$60 million, if I'm not mistaken?

A: Overall, the funding for the Climate-Ready Workforce is for \$60M. The full amount of the NOFO is \$50M, and that has not changed. The remaining \$10M covers NOAA support and technical assistance for applicants and awardees throughout the entirety of the grant cycle.

Q: Do we describe/create the description of these good jobs or are these jobs that already exist in the Dept of Labor? For instance, what if we identify some emerging jobs, such as an NBS designer/analyst, that don't necessarily exist on the DL website?

A: You can either use existing "good jobs," or define new ones and justify why they are good jobs.

Q: We used the statewide workforce database to look at trends and changes in climate-ready jobs. Job titles such as geospatial analyst, are arguably great jobs to address many of the requirements, and that job description does not even exist.

A: This is not a question; see previous for the response.

Q: Once approved for the grant, is it possible to get an advance to support operations for the programmatic work?

A: Yes, you would invoice through SAM for those funds. But if you are asking whether you can spend before the official start date, NOAA grants have a 90-day at-your-own-risk pre-award spending for essential project costs.

Q: What are the payment terms, once we would bill for reimbursable expenses?

A: Award payments will be made through electronic funds transfers using the [U.S. Department of the Treasury's Automated Standard Application for Payments \(ASAP\)](#) system.

Q: If there is a full-year continuing resolution, will that affect the amount of available funding for this program? If so, how?

A: The program is Inflation Reduction Act-funded so a CR should not impact the funding, but Congress can change laws to rescind these funds in a CR.

Q: For the budget narrative attachment do we compile the 90-4 form, budget justification, and Copy of Negotiated Indirect Cost Rate Agreement as one PDF document or do we upload them each as their own attachment?

A: No preference, but sometimes file sizes get too large and you have to submit them as individual PDFs. Learn how to reduce your PDF file size [here](#).

Q: The CD-511 form, has a field that asks for a mandatory award number, which we would not have. Do we just put “not applicable”?

A: Yes.

Q: What would you consider a good project cost to number of trainees/jobs ratio? Any guidance on this front is appreciated!

A: We have received lots of inputs suggesting as low as \$4000-\$5000 per trainee, could be \$50,000. You justify and tell us based on your area. Investment in the job does not need to be related to the person’s eventual salary. You’ll be evaluated relative to your peers.

Q: If an employer is committed to a project that is in the planning phase, how should they outline their commitment in their support letters?

A: They should state that they are committed to hiring from the resulting training program once it is implemented.

Q: Is there any potential impact of a government shutdown on the timing of submission, etc?

A: If we have a protracted shutdown in the period right before submission, we will extend the submission window. We will likely extend the deadline by the amount of time the government was shut down (or longer).

Q: Professional teacher training in climate and ocean literacy--including resilience--is a partner priority as they recruit and retain teachers in rural coastal areas and engage with youth for a range of "blue" occupations current and future. Does this align with the intent of this NOFO?

A: Yes.

Q: There are great workforce needs in the public sector vs private sector. Are public employers (eg. local governments) reasonable employer targets for this NOFO?

A: Yes.

Q: Our partners are interested in how you all describe "region". Is this a county, a state, or a collection of states? Can you provide any clarity here?

A: Any of those are possible. We ask you to define your region and why.

Q: Our partners support predominantly rural county employers which have different resource constraints than census urban areas in many ways. Climate priorities may not even exist yet in these spaces but are critical to their current and future successes. Will reviewers have the opportunity to consider impacts in rural vs. non-rural spaces with fewer climate and resilience discussions happening overall?

A: Reviewers will be chosen for their expertise in the topic of the proposal, thus for a rural proposal, we would have reviewers with that expertise. It is up to the proponent to make their case in the proposal.

Q: What part of the grant award can be used to support the cost share employers are committing to?

A: There is no formal cost share. Normally, employers provide the cost share. Please send a follow-up because I'm unclear on the question.

Q: What do you mean by good jobs?

A: Make the case for why the jobs are good jobs and interact with those [Good Job Principles](#) under the Dept of Labor and Commerce partnership. For example: stable, good benefits, provide opportunities to supplement seasonal work in remote areas, while also enhancing climate resilience.

Q: Do Sea Grant programs have a separate platform to submit things?

A: No. It goes in your application.

Q: Our partners are interested in forward-looking "blue" jobs through innovation and entrepreneurship through which start-ups have hiring needs now and likely more into the out years likely beyond a 4-year window. Are these partnerships reasonable for the intent of this competition if they result in new jobs? And can the projection of jobs be included and accounted for given the short length of this period of performance?

A: Yes, they are reasonable. You can include the projections, however, you still need to meet the minimum of 50 jobs within the period of performance.