



Request for Application

Issue Date:	Wednesday, February 18, 2026
Title:	State Apprenticeship Expansion Formula (SAEF 3) Highlight, Include, Recruit, Engage, and Deliver (HIRED) Incentive Fund
Issuing Agency:	Department of Workforce Development and Advancement Virginia Works 2221 Edward Holland Drive Richmond, VA 23230
Performance Period:	Wednesday, April 8, 2026 – Thursday, April 8, 2027
Eligible Respondents:	Employers headquartered and operating in the Commonwealth of Virginia
Funding:	Amount available for awards: \$157,500 Maximum Request Per Application: \$7,000
Application Deadline:	5 PM ET Wednesday, March 18, 2026
Proposal Inquiries:	Anna Hughes at grantapplications@virginiaworks.gov
Submission Instructions:	Send application to grantapplications@virginiaworks.gov
Response to Questions	Employer Webinar Q & A to be held on Tuesday, February 24, 2026, at 11:00 am Join MS Teams Meeting: Will be recorded. https://teams.microsoft.com/meet/23437211384182? p=5btlrefP6yoSkj4Lec Meeting ID: 234 372 113 841 82 Passcode: tM7UJ3zZ <hr/> <p>Or Dial in by phone +1 434-230-0065 - United States, South Hill Phone conference ID #173 284 800</p>

Each applicant will receive a confirmation email that their proposal has been received.



Signature Page

The undersigned shall abide by and shall ensure that all activities conducted comply with the applicable federal, state, and local laws, regulations and directives located in Section 5 Certification and Assurances of the RFA. These Assurances and Certifications must be incorporated into any contracts developed to implement activities under the award.

A copy of this application in its entirety, including Excel Line Item Budget, Terms and Conditions, and Certification and Assurances, and any other attachments, must be emailed as a single PDF formatted document to the following address:

grantapplications@viriniaworks.gov.

Applicant Information – Grant/Subaward Recipient

Entity Name: _____ EIN: _____
Address: _____ UEI: _____
_____ Title: _____
Authorized Signatory Name: _____
_____ Date: _____
(Signature)

Email: _____

Person to contact concerning this Application:

Name: _____
Email: _____
Phone Number: _____

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SECTION 1 – OVERVIEW

Definitions

- **Registered Apprenticeship Program (RAP)** – A structured training system approved by the U.S. Department of Labor (DOL) or a State Apprenticeship Agency that combines paid on-the-job learning with related classroom instruction. These programs are designed to meet national standards for quality and rigor, and they prepare individuals for skilled careers while helping employers develop a highly trained workforce.
- **SAEF 3 - State Apprenticeship Expansion Formula Grant.** A Federal grant, part of a larger five-year plan, where the Department of Labor has awarded funds to states and territories to increase their ability to serve, improve, and strategically expand the National Apprenticeship system.
- **Under Represented Geographical Area (Rural)** – Given various factors that are used to define the term Rural, this SAEF 3 grants is using the Rural Health Information Hub (RHI Hub) tool to determine if a geographical is designated as rural. Visit the following site accordingly <https://www.ruralhealthinfo.org/>
- **Under Served Populations** – includes racial minorities, low-income individuals, veterans, people with disabilities, and so forth.

A. Purpose

The Virginia Secretary of Labor announces the availability of up to \$157,500 in the National Apprenticeship Act, SAEF 3 Project HIRED – Highlight, Include, Recruit, Engage, Deliver Apprenticeship USA Grants. These funds will be available to employers through a competitive award process, that submit high quality applications targeting apprentices to be hired in several **in-demand industries** including, but not exclusive to: Education, Information Technology, Care Economy, Service Trades, Manufacturing, and Maintenance and Repair.

This funding opportunity is supported by a federal U. S. Department of Labor Employment and Training Administration Apprenticeship USA Grants 25A60AP000164 made to the Virginia Department of Workforce Development and Advancement (VDWDA).

B. Background/Statement of Needs

Virginia has a long and successful history of partnering with industry leaders to offer RAPs as a workforce development tool of significant impact. This grant initiative is focused on upskilling the workforce of Virginia by providing opportunities for career progression into

family sustaining higher wages.

SAEF3 funding supports state-identified innovation, employer engagement in the creation and expansion of apprenticeships and workforce system alignment by assisting new and emerging industries to establish Registered Apprenticeship Programs (RAPs), thereby contributing to a long-term workforce development strategy that promotes prosperity and long-term sustainability.

These awards will support reimbursement for training related expenditures (e.g., instructor time) incurred throughout the apprenticeship program during the grant period of performance. Eligible employers will hire and register up to 2 apprentices who matriculate into a registered apprenticeship program.

For purposes of reimbursement, the apprenticeship program for the individuals hired by the employers must include the following six program elements:

- (1) Approved Curriculum based on industry standards and approved by an RAP partner;
- (2) Simulated Experience including hands-on meaningful activities;
- (3) Facilitated Entry with RAP sponsors;
- (4) Referrals to Supportive Services, as appropriate;
- (5) Sustainability through community partnerships; and
- (6) Compliant with all state laws regarding job activities of minors.

In addition, this funding applies to Virginia residents and new or established Virginia Registered Apprenticeships Programs

Lastly, Registered Apprenticeship opportunities for underrepresented geographical areas in Virginia and underserved populations facing significant barriers to employment in the Registered Apprenticeship labor force are strongly encouraged. See Point Scale below.

C. Funding Availability & Source

A total of \$157,500 is available to fund grants through a competitive awarding process, with a maximum reimbursement award of \$7,000 to a single applicant.

Awarding Agency: Department of Labor Employment and Training Administration

Federal Award Identification Number (FAIN): 25A60AP000164

Federal Award Date: June 25, 2025

CFDA Numbers: 17.285

Federal Award Project Description: National Apprenticeship Act, Project HIRED – Highlight, Include, Recruit, Engage, Deliver; Apprenticeship USA Grants

Total Amount of the Federal Award: \$1,129,005.00

Amount of Federal Funds Obligated by this Action: \$157,500

Note: This is not a Research and Development (R&D) Grant

D. Performance Period:

The performance period for grants awarded through this funding opportunity is Wednesday, April 8, 2026 – Thursday, April 8, 2027.

E. Allowable Uses of Funds

The use of funds awarded is governed by the State Apprenticeship Expansion Formula (SAEF3) Base Formula Funding, Funding Opportunity Announcement for the SAEF3 grant and Amendment 1 document, 29 CFR Part 29 Labor Standards for the Registration of Apprenticeship Programs, associated federal regulations, 2 CFR Part 200 and 2 CFR Part 2900 Uniform Administrative Requirements, Cost Principles and Audit Requirements for Federal Awards.

- Subawards can support the reimbursement of costs for training related expenditures, such as **instructor** time/wages and/or training materials.
 - Funds awarded cannot be used to purchase **real property/equipment** (defined as tangible personal property with a per-unit acquisition cost of \$10,000 or more and a useful life of more than one year). See [Link to Equipment Guidance](#) on the website.
- Funding cannot be used to purchase **food and beverages**.
- Funding cannot be used to procure **promotional items or entertainment costs**; See <https://www.ecfr.gov/current/title-2/subtitle-A/chapter-II/part-200/subpart-E/subject-group-ECFRed1f39f9b3d4e72/section-200.421>

F. Applicant Eligibility

Any employer who is headquartered and operating in the Commonwealth of Virginia.

G. RFA/Grant Application Instructions and Format

This RFA includes eight components: (1) Issuance Page; (2) Signature Page; (3) Table of Contents; (4) Overview; (5) Work Plan Elements; (6) Post-Award Administrative Requirements; (7) General and Special Terms and Conditions; and (8) Certification and

Assurances, and a link to specific uniform guidance tied to the SAEF 3 grant award.

- **A completed copy of the RFA in its entirety must be submitted to be considered a valid grant application submission.** In terms of actual work, an applicant only needs to fully complete the Signature page, the four required Narrative Work Plan Elements, and the Line-Item budget plan.
- No other attachments are necessary for submission and may detract from the evaluation final score. Once complete, respondents must save the document as a single PDF formatted document and email to the following address grantapplications@virginiaworks.gov by **5 PM ET Wednesday, March 18, 2026.**

SECTION 2 - NARRATIVE WORK PLAN ELEMENTS

Grant application narratives are limited to 4 pages, each narrative not to exceed 400 words, and are sequentially numbered below.

H. Required Narrative Elements

This grant application must address the elements outlined below in narrative form and adhere to the required format.

By signing off on the Signature page, the respondent is agreeing to the Terms and Conditions and the Certification and Assurances Statement asserting its capacity to effectively conduct and administer a federally funded project, including the ability to collect and report financial information and participant data consistent with federal and pass-through requirements.

The proposal narrative must specifically address the following elements:

Narrative Element B1: Identification of Need and Problem Statement:

Provide a description of employers' current efforts and challenges, to institute Registered Apprenticeship programs and how the apprentices hired by the employer will benefit the workforce of Virginia. (add space below as necessary – no more than 400 words)

Narrative Element B2: Registered Apprenticeship Program Description:

Provide confirmation that they are willing to become Registered Apprenticeship sponsors and sign up no more than two new apprentices during the period of performance. (add space below as necessary – no more than 400 words)

Narrative Element B3: Performance Outcome:

Provide goals that measure the success of the apprenticeship program in different ways including: RTI hours completed, occupation-specific competencies attained, matriculation into a Registered Apprenticeship program, assessments of training outcomes, and so forth. (add space below as necessary – no more than 400 words)

Narrative Element B4: Budget Narrative and Excel Line-Item Budget Worksheet:

A budget narrative is required to describe or substantiate all costs included in the budget worksheet. The budget narrative should describe each item and show the calculation used to derive the costs. Budgets without narrative descriptions will be returned to the applicant for further details and clarification. Budget template may be modified as necessary to meet the needs of your submission. (add space below as necessary – no more than 400 words)

Click on link below to retrieve the Excel budget template (Image Below)

<https://virginiaworks.gov/wp-content/uploads/2026/02/Budget-Template-for-RFP-PY2026.xlsx>

PY 2026 RFP Budget Template

Applicant/Entity Name:

Line	SAEF3 HIRED Grant Allowable Item	Funds Requested	Description of Line Item
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			
11			
12			
Total Funds Requested		\$0.00	

I. Proposal Evaluation

The Signature Page and above narrative elements must be complete and strictly complied with, or the proposal will be deemed non-responsive and not eligible for award.

Responsive proposals will be evaluated by a committee which will assess and rank each application in accordance with the following scoring rubric.

All of the following items are required in the submission

Criteria	Points Possible
B1: Identification of Need and Problem Statement	30
B2: Program Description	30
B3: Performance Outcome	30
B4: Budget Narrative and Excel Line-Item Budget	10
B5: Under-represented Geographical Area (Rural designation)	30
B6: Under-served Populations (one applicant earns full points)	30
Total Score	160

SECTION 3 –POST AWARD ADMINISTRATIVE REQUIREMENTS

A. Reporting

The subrecipient will be required to provide monthly progress and financial reports of expenditures to be described in detail and communicated in award documentation. In addition, upon award being issued, staff from Virginia Works will contact you regarding apprentice data tracking requirements.

B. Closeout

Within 25 days after the close of the performance period, the subrecipient will submit a final report to include documentation of the achievements and a final report of expenditures. Reimbursements for costs incurred within the period of performance are eligible to be covered/processed by the agency for 25 days after the period of performance ends.

C. Method of Payment

Payment for services shall be made on a reimbursable basis. The subrecipient, or fiscal agent if applicable, shall submit Requests for Reimbursement by the 25th of the month following the month services were rendered, unless otherwise agreed upon by the subrecipient and Virginia Works. Virginia Works Grant Administration staff will provide payment forms and instructions as part of the award package.

D. Budget Modifications:

No budget modifications to any line item in the budget will be accepted nor will any no-cost extensions be approved.

E. Progress

Unsatisfactory progress will be communicated in writing to the subrecipient and an opportunity for corrective action will be provided prior to termination of award. If termination of award is determined necessary, the subrecipient will be informed in writing.

SECTION 4 – GENERAL AND SPECIAL TERMS AND CONDITIONS

A. Audit

The subrecipient shall procure an annual, organization-wide financial and compliance audit in accordance with the requirements of the Single Audit Act of 1984 and Office of Management and Budget (hereinafter referred to as OMB) 2 CFR Chapter II, Part 200, et al. Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Award- Subpart F- Audit Requirements.

B. Compliance Monitoring

In conformance with OMB 2 CFR Chapter II, Part 200, et al. Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards Subpart D- Post Federal Award Requirements Standards for Financial Management, Virginia Works shall undertake monitoring of the subrecipient to assess compliance with federal statutes, regulations, and the terms and conditions of funds received under this award.

C. Record Retention

The subrecipient and its contractors shall retain records pertaining to SAEF 3 activities and expenditures for a period of three years from the date of submission of the final expenditure report by the Workforce Development Board to Virginia Works in accordance with OMB 2 CFR Chapter II, Part 200, et al. Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Award- Subpart D- Post Federal Award Requirements.

D. Intangible Property

Intangible property acquired under a federal award must comply with 2 CFR Chapter II, Part 200.315 of the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Award- Subpart D- Post Federal Award Requirements and 2 CFR Part 2900.13 USDOL Exceptions to Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards.

E. Intellectual Property Rights, Open Licensing Rights, and the Bayh-Dole Act

The Federal Government reserves a paid-up, nonexclusive and irrevocable license to reproduce, publish or otherwise use, and to authorize others to use for Federal purposes: the copyright in all products developed under the grant, including a subgrant or contract

under the grant or subgrant; and any rights of copyright to which the award recipient, subrecipient or a contractor purchases ownership under an award (including but not 24

limited to curricula, training models, technical assistance products, and any related materials). Such uses include, but are not limited to, the right to modify and distribute such products worldwide by any means, electronically or otherwise.

Federal funds may not be used to pay any royalty or license fee for the use of a copyrighted work, or the cost of acquiring by purchasing a copyright in a work, where the DOL has a license or rights of free use in such work, although they may be used to pay costs for obtaining a copy which is limited to the developer/seller costs of copying and shipping.

If revenues are generated by selling products developed with grant funds, including intellectual property, these revenues are considered as program income. Program income must be used in accordance with the provisions of this grant award and 2 CFR 200.307.

The following language must be on all workforce products developed in whole or in part with grant funds:

“This workforce product was funded by a grant awarded by the U.S. Department of Labor (DOL)’s [insert organization’s name]. The product was created by the recipient and does not necessarily reflect the official position of DOL. DOL makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This product is copyrighted by the institution that created it.”

As required at 2 CFR Part 2900, any intellectual property developed under a discretionary Federal award process must be in a format readily accessible and available for open licensing to the public, which allows subsequent users to copy, distribute, transmit, and adapt the copyrighted work and attribute the work in the manner specified by the recipient.

All small business firms, and non-profit organizations (as defined in the link below, and including Institutions of Higher Education) must adhere to the Bayh-Dole Act, which requirements are provided at 37 CFR 401.3(a) and Bayh-Dole Act Required ETA Grant Term.²³ To summarize, these requirements describe the ownership of intellectual property rights and the government’s nonexclusive, nontransferable, irrevocable, paid-up license to use any invention conceived or

first actually reduced to practice in the performance of work under this grant award. These requirements are in addition to those found in the Intellectual Property Rights term above.

²³ <https://www.dol.gov/sites/dolgov/files/ETA/grants/pdfs/BayhDoleGrantTerm.pdf>

F. Inventions

The Subrecipient may retain the entire right, title, and interest to each invention subject to 35 U.S.C. § 203 that was created or developed with funds from the award. With respect to any invention in which the Subrecipient retains title, Virginia Works shall have a nonexclusive, nontransferable, irrevocable, paid-up license to practice or have practiced the subject invention.

G. Data Ownership

Virginia Works and the USDOL shall have unlimited rights to any data first produced or delivered under this Agreement.

H. Public Announcements

When issuing statements, press releases, requests for proposals, bid solicitations and other documents describing projects or programs funded in whole or in part with SAEF 3 funds, the subrecipient shall clearly identify:

- The percentage of the total costs of the program or project that will be financed with SAEF 3 funds,
- The dollar amount of SAEF 3 funds for the project or activity; and,
- The percentage and dollar amount of the total cost of the project or activity that will be financed by non-Federal sources.

I. Cancellation of Agreement

The purchasing agency reserves the right to cancel and terminate any resulting agreement, in part or in whole, without penalty, upon 30 days written notice to the Subrecipient. In the event the initial agreement period is for more than 12 months, the resulting agreement may be terminated by either party, without penalty, after the initial 12 months of the agreement period upon 30 days written notice to the other party. Any agreement cancellation notice shall not relieve the subrecipient of the obligation to deliver and/or perform on all outstanding orders issued prior to the effective date of cancellation.

J. Discretionary Termination

Performance under this Agreement may be terminated in whole or in part by Virginia Works whenever Virginia Works determines that such termination or suspension is in the best interest of the Commonwealth of Virginia. Termination of work hereunder shall be effected in writing by delivery to the subrecipient of a Notice of Termination specifying the extent to which performance of work under the Agreement is terminated and the date upon which such termination becomes effective. Notice of termination may be served upon the Subrecipient and the surety by mail or any other electronic means. Delivery of the notice of termination shall be to any officer or management/supervisory employee of either the subrecipient or the surety. If no such officer or employee is known or can be found by reasonable inquiry within three (3) business days, the written notice of termination can be posted at the last known address. Failure to accept or pick up registered or certified mail addressed to the last known address shall be deemed to be delivery. In no instances shall termination for convenience be effective less than ten (10) business days after the receipt of a certified notice thereof.

- After receipt of the Notice of Termination, the subrecipient shall cancel outstanding commitments covering procurement or rental of materials, supplies, equipment, and miscellaneous items. In addition, the subrecipient shall exercise all reasonable diligence to accomplish the cancellation of any outstanding commitments covering personal services that extend beyond the date of such termination to the extent that they relate to the performance of any work terminated by the notice of termination. With respect to such canceled commitments the subrecipient agrees to:
 - a. ensure all commitments contain a cancellation clause allowing for termination for cause and fund availability;
 - b. settle all outstanding liabilities and all such claims arising out of such cancellation of commitments, or ratify all such settlements; and
 - c. assign to Virginia Works in the matter, at the time and to the extent directed by Virginia Works, all of the rights, titles and interest of the subrecipient under the orders and contracts so terminated. Virginia Works shall have the right, at its discretion, to settle or pay any or all claims arising out of the termination of such orders and contracts.

K. Confidentiality of Personally Identifiable Information

The subrecipient assures that information and data obtained as to personal facts and circumstances related to patients or clients will be collected and held confidential, during and following the term of this agreement, and will not be divulged without the individual's and the agency's written consent and only in accordance with federal law or the Code of Virginia. Subrecipients who utilize, access, or store personally identifiable information as part of the performance of a contract are required to safeguard this information and immediately notify the agency of any breach or suspected breach in the security of such information. Subrecipients shall allow the agency to both participate in the investigation of

incidents and exercise control over decisions regarding external reporting. Subrecipients and their employees working on this project may be required to sign a confidentiality statement.

L. Nepotism

No individual may be placed in a Workforce Innovation and Opportunity Act employment activity if a member of that person's immediate family is directly supervised by, or directly supervises that individual.

M. Conflict of Interest

No officer, or employee, of the subrecipient will solicit or accept money or any other consideration from a third person or entity for the performance of service contained in this contract.

SECTION 5 – CERTIFICATIONS AND ASSURANCES

The subrecipient shall abide by and shall ensure that all activities conducted comply with the following applicable federal, state, and local laws, regulations and directives. These Assurances and Certifications must be incorporated into any contracts developed to implement activities under the award.

- A. Section 89 of the Internal Revenue Code.
- B. SAEF 3 and attendant regulations. The subrecipient further certifies that it has no commitments or obligations that are inconsistent with compliance with these and any other pertinent federal regulations and policies, and that any other agency, organization, or party which participates in the implementation of the programs funded pursuant to this Agreement shall have no such commitments or obligations.
- C. Section 504 of the Rehabilitation Act of 1973, as amended (29 U.S.C. § 794), all requirements imposed by the applicable USDOL regulations (29 CFR Part 32) and all guidelines and interpretations issued pursuant thereto.
- D. Titles VI, VII, and IX of the Civil Rights Act of 1964 (P.L. 88-352) and the regulations issued pursuant thereto. The Subrecipient shall not unlawfully discriminate against any employee or applicant for employment because of race, religion, color, sex, age, or national origin unless it is a bona fide occupational qualification reasonably necessary to the normal operation of the subrecipient. The Subrecipient agrees to put in conspicuous places, available to employees and

- applicants for employment, notice setting forth the provisions of this nondiscrimination clause.
- E. Virginia Public Procurement Act, §§ 2.2-4300 et seq. of the Code of Virginia.
 - F. Virginia Freedom of Information Act, §§ 2.2-3700 et seq. of the Code of Virginia, except as otherwise required by federal or state law, consistent with federal confidentiality requirements and with the Government Data collection and Dissemination Practices Act, §§ 2.2-3800 et seq. of the Code of Virginia.
 - G. Occupational Safety and Health Standards for General Industry (29 CFR Part 1910) inclusive of the "Virginia Preface to OSHA Standards Book for General Industry."
 - H. Relevant procedures, guidelines, and directives created by the Virginia Board of Workforce Development as provided in §§ 2.2-2472 et seq. of the Code of Virginia.
 - I. Virginia Child Labor Laws, §§ 40.1-78 et seq. of the Code of Virginia.
 - J. Virginia Workers' Compensation Act, §§ 65.2 et seq. of the Code of Virginia.
 - K. The provisions of the following Acts, applicable regulations made pursuant to said Acts, and other listed directives are hereby incorporated by reference. All changes to said Acts, regulations, and directives are automatically incorporated under the award.
 - i. Duly authorized waivers approved by the USDOL;
 - ii. Contract Work Hours and Safety Standards Act (40 U.S.C. §§ 327 332);
 - iii. OMB 2 CFR Chapter I, Chapter II, Part 200, et al. Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards; Final Rule dated December 26, 2013;
 - iv. OMB 2 CFR Part 2900 USDOL Exceptions to Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards dated December 19, 2014;
 - v. USDOL administrative regulations, at 41 CFR Part 29 70 (property management-private), 29 CFR Part 93-94 (lobbying restrictions and drug-free workplace), and 29 CFR Parts 96-98 (audits, uniform administrative requirements and debarment and suspension);
 - vi. Executive Order 13333- Human Trafficking (22 U.S.C. §7104 (g)) requires

termination without penalty, if a Subrecipient, contractor, or subcontractor engages in human trafficking;

- vii. Salary and Bonus Limitation- Public Law 113-6 (Division F, Title I, sections 1101 (a)(4),1102), 112-74 (Division F, Title I, section 105) and TEGL 10-24 restrict subrecipient salary compensation and bonus limitations of an individual, either direct or indirect, at a rate in excess of Executive Level III. TEGL 10-24 is available at:
<https://www.dol.gov/sites/dolgov/files/ETA/advisories/TEGL/2024/TEGL%2010-24/TEGL%2010-24%20%281%29.pdf>
- viii. Executive Order 13513- Prohibition Against Text Messaging While Driving by Government Contractors, Subcontractors and Recipients and Subrecipients;
- ix. Buy American Notice Requirements- None of the funds made available under SAEF 3 may be expended by an entity unless the entity agrees that in expending the funds the entity will comply with (41 U.S.C. 8301-8303);
- x. Federal Funding Accountability and Transparency Act of 2006 or Transparency Act—Public Law 109–282, as amended by section 6202(a) of Public Law 110–252 (31 U.S.C. 6101);
- xi. Equal Employment Opportunity Directives;
- xii. Titles II and III of the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 (P.L. 91-646) that provide for fair and equitable treatment of persons displaced or whose property is acquired for project purposes of Federal or federally assisted programs, regardless of Federal participation in purchases;
- xiii. Title IX of the Education Amendments of 1972 (P.L. 92-318), as amended, which prohibits discrimination on the basis of sex;
- xiv. The Age Discrimination Act of 1975, as amended;
- xv. The Comprehensive Alcohol Abuse and Alcoholism Prevention, Treatment and Rehabilitation Act of 1970 (P.L. 91-616), as amended, relating to nondiscrimination on the basis of alcohol abuse or alcoholism; and
- xvi. The Americans with Disabilities Act of 1990 (P.L. 101-336).

The following Certifications are incorporated by reference in this RFA:

- i. Certification Regarding Lobbying (29 CFR § 93);
- ii. Drug-free Workplace Requirements Certification (29 CFR § 94);
- iii. Nondiscrimination and Equal Opportunity Assurance (29 CFR § 38);
- iv. Certification Regarding Debarment, Suspension, and Other Responsibility

Matters (29 CFR § 200.214).

Attention Respondents: Please click the link below to see all the remaining SAEF 3 General Award, System for Award Management, and Uniform Guidance, including National Policy and Restrictions

<https://viriniaworks.gov/wp-content/uploads/2026/02/25A60AP000164-01-00-SAEF3-TERMS-CONDITIONS-1.pdf>