



Maritime and Nuclear Accelerator

Request for Application Webinar
April 6, 2026



Agenda

- Project Guidance
- Application Criteria and Content
- Terms, Conditions, and Certification
- Grant Awards
- Reimbursement Process
- Reporting Requirements



Project Guidance

Purpose of the Accelerator

The goal of the Maritime & Nuclear Workforce Accelerator is to help Virginia employers expand training capacity in key occupations by training new workers, upskilling current workers, and expanding training programs beyond the employer's current training operations.



Elements of the Accelerator | Design

The Virginia Maritime & Nuclear Workforce Accelerator is a **competitive, employer-driven program** designed to support companies in identifying workforce needs and implementing targeted training solutions.

The Maritime and Nuclear Workforce Accelerator is designed to:



Address **employer-identified workforce needs** in priority industries



Support training for both the employer's **current employees and new hires**



Allow **flexibility in training** design, delivery method, and provider



Emphasize **measurable skill gain** and job retention



Ensure compliance with federal and state grant requirements

Strengthening workforce pipelines in these sectors helps sustain ship manufacturing and repair activity, support nuclear energy development, and **reinforce Virginia's advanced manufacturing** supply chain.

The program provides **partial reimbursement for eligible training costs** that support skill development, job readiness, and employee retention.

Elements of the Accelerator | Employee Focus

Employer Applicants are required to identify gaps or deficiencies in the Employer's current training efforts to substantiate how funding will help the Employer's workers by:



Build new skills used in maritime, nuclear, and manufacturing operations



Strengthen skills within their current role



Advance into higher-skill or supervisory positions



Gain **clearer career pathways** within their company or industry

Elements of the Accelerator | Employer Commitment

Selected employer applicants must commit to:

1

Administer and Complete Training

By June 14, 2027

2

Provide Employee Training Participant Data

Such as demographics, SSN, veteran status, etc.

3

Participate in the Performance Reporting Process

Such as training completion data and employment status six (6) months after training

Dates and Deadlines

Description	Date
Start Period of Performance	December 15, 2025
RFA Issued on eVA	April 1, 2026
Question Acceptance Period Open	April 1, 2026
Question Acceptance Period Close	April 15, 2026
Answers to Questions Posted	April 20, 2026
RFA Response Due	May 20, 2026
Awards Announced/Recipients Notified No Later Than	June 18, 2026
Deadline to Complete Training	June 14, 2027
End Period of Performance	December 14, 2027
All Final Documentation Due: <ul style="list-style-type: none">• Final Performance Report Due• Final Request for Reimbursement Submission Deadline	January 10, 2028

Definitions

Employee

An individual currently employed by the applicant employer at the time training. Employees receiving training must be at least 18 years old.

Employer

A private-sector business with operations in Virginia that employs workers in eligible industries and is responsible for hiring, supervising, and retaining the workers proposed for training.

Interpersonal/Professional Skills

Also known as “soft skills”, are non-technical, interpersonal, and behavioral traits – such as communication, empathy, and adaptability – that define how you work and interact with others

Measurable Skill Gain (MSG)

A performance indicator measures the percentage of program participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable skill gains, defined as documented academic, technical, occupational, or other forms of progress, towards such a credential or employment (see 20 CFR sec. 677.155(a)(1)(v)).

Performance-Based Reimbursement

Reimbursement contingent upon verification of training completion, continued employment, and submission of required documentation.

Subgrantee

An entity that receives a portion of federal funds from a primary recipient (grantee) to implement specific parts of a program. Employers who are approved to administer training under the Maritime and Nuclear Workforce Accelerator are subgrantees.

Technical Skills

Also known as “hard skills”, are measurable, teachable, job-specific abilities – such as coding, accounting, machining, and production – acquired through education or training.

Training Program

A structured learning activity designed to improve worker knowledge, skills, or competencies relevant to employer-identified roles. Employers are encouraged, but not required, to have multiple employees trained as a cohort within a training program.

Program Funding



Reimbursement Structure

Employers may be reimbursed for **up to 80% of eligible training costs**

Maximum reimbursement per employer: \$100,000

Reimbursement is tied to performance milestones:

- **60%** upon verified participant training completion
- **20%** upon verified six-month post-training job retention

All costs must be approved in advance and meet **federal and state allowability and procurement standards.**



Funding Allocations

Total funding under this RFA is allocated by industry as follows:

- Maritime/shipbuilding/ship repair industries: up to \$1,200,000
- Nuclear energy and nuclear-adjacent industries: up to \$650,000

Applications will be reviewed and funded within these allocations. Funds are not interchangeable across industry categories. Virginia Works reserves the right to designate funding within the above amounts for employers who are within the aligned manufacturing supply chain of either or both industries.

*The reimbursable amount is dependent upon the number of employees who successfully complete the training program(s) and verified employee job retention with the same employer six (6) months following training completion. Employers will **not** be reimbursed for employees who partially complete or do not finish the training program(s) within the period of performance.*

Employer Applicant Eligibility

Employers interested in applying for funding must meet basic eligibility requirements, including but not limited to:

Eligible Applicants

Applicants must:

- Be employers with operations in Virginia
- Have a Unique Entity ID number (Go to [SAM.gov](https://sam.gov) and get a Unique Entity ID—no entity registration required) **NOTE: a UEI number is NOT an EIN**
- Be registered in the Commonwealth of Virginia's eVA procurement system *
- Employ workers in maritime/shipbuilding/ship repair, nuclear energy, or aligned manufacturing/supply chain occupations
- Propose training that will be delivered in Virginia for workers who perform work within Virginia
- Demonstrate the ability to complete training by: **June 14, 2027**
- Commit to participation in reporting and performance tracking
- Be current on all Virginia tax obligations, including all applicable county, city, and local taxes

Ineligible Applicants

- Individuals and training providers applying independently are not eligible.
- Employers not current on all Virginia tax obligations, including all applicable county, city, and local taxes
- Employers not compliant with the "Required General Terms and Conditions: Goods and Nonprofessional Services" listed in the RFA

* **Registration in eVA is not considered complete unless a [Commonwealth of Virginia Substitute W-9 Form](#) is received.** The W-9 Form must be signed (handwritten, Adobe, or Docusign) and dated. Reimbursement payments will be delayed without a properly executed [Commonwealth of Virginia Substitute W-9 Form](#).

Allowable and Unallowable Expenses

Examples of expenses that **are reimbursed** by the Maritime and Nuclear Accelerator include, but are not limited to:



Allowable Expenses

- Instructional fees and tuition
- Purchase of training curricula
- Employer paid credentialing, certification, or assessment fees directly related to training
- Training materials and instructional supplies, not for personal use (total cost of supplies and tools cannot exceed \$9,999.99)
- Training-specific supplies, technologies, or tools (total cost of supplies and tools cannot exceed \$9,999.99)
- Travel expenses and per diem of instructor
- Instructor/trainer fees or salaries *

* Recipients and subrecipients shall not use funds to pay the salary and bonuses of an individual, either as direct costs or as indirect costs, at a rate in excess of Executive Level II

Unallowable Expenses

Examples of expenses that are **not reimbursable** under the Maritime & Nuclear Workforce Accelerator include, but are not limited to:



Unallowable Expenses

- Wages, salaries, or benefits of *employees receiving training*
- Overtime or backfill costs
- Administrative overhead or training administration costs
- Marketing or recruitment expenses
- Costs incurred prior to award approval and execution
- Travel for employees participating in training
- Food and other consumables
- Individual, take-home equipment or supplies for employees participating in training
- Equipment in excess of \$9,999.99
- Construction or purchase of facilities or buildings
- Business relocation expenses
- Lobbying
- Research and Development (R&D)
- Payments of royalties, license fees, or purchase copyrights for works where the Virginia Works already holds a license or free use rights to ensure federal funds are not used to pay for access to materials the government already owns or has the right to use

Eligible Activities

Training must demonstrate measurable skill gain and support employee advancement, expanded responsibilities, and/or retention within the organization. Eligible training must be job-related, skill-focused, address a specific workforce challenge, and **be completed by June 14, 2027**.

Examples of activities that **are covered** by the Maritime and Nuclear Accelerator include, but are not limited to:

- Technical skills training (e.g., welding, fabrication, root cause analysis, safety, project management, etc.)
- Interpersonal/professional skills training (e.g. leadership, problem-solving, interpersonal communication, etc.)
- Safety, quality, or systems training beyond baseline compliance
- Customized or modular training
- On-the-job or work-based training
- Training aligned to specific work process competencies or employer operations
- Credential-associated training
- Registered Apprenticeship, Registered Apprenticeship-aligned training, or Registered Apprenticeship Mentor training



NOTE: Virginia Works can only provide reimbursement to employers for employees/trainees participating in the training program(s) who are at least 18 years old.

Ineligible Activities

While the Accelerator prioritizes flexibility, there are some activities that are ineligible for funding reimbursement.

Examples of activities that **are NOT covered** by the Maritime and Nuclear Accelerator include, but are not limited to:

- Training begun prior to award execution and/or approval
- General education not related to specific on-the-job skill(s)
- Training unrelated to specific job or skill needs
- General onboarding or orientation without defined skill progression and/or outcomes
- Mandatory compliance training without additional skill advancement
- Continuing education unrelated to job performance
- Training primarily for networking or professional association participation
- Construction or purchase of facilities or buildings
- Business relocation expenses
- Lobbying
- Research and Development (R&D)
- Training that requires employees to travel outside of the Commonwealth of Virginia
- Training for employees younger than 18 years old



Application Criteria & Content

eVA Posting

The official RFA will be posted on eVA under RFA-**116330**.

The application will be **posted on eVA** with the following [commodity codes](#):

- 95935: Construction Services, General (Marine)
- 92435: In-Service Training (For Employees)
- 12023: Boats, Over 21 Feet (Including Ferries)
- 59350: Nuclear Energy Machinery and Equipment (Subcritical Assy., Dosimetry Equipment, Hot Cell Devices, etc.)
- 55330: Components, Manufacturing (Stamped, Formed, Welded)
- 55345: Hardware, Manufacturing (Not Otherwise Classified)
- 90930: Building Construction (Not Otherwise Classified)
- 90960: Maintenance and Repair, Industrial Building
- 92566: Manufacturing Engineering
- 95924: Boats and Motors Maintenance and Repair

Commodity codes are used to notify eVA registrants of relevant opportunities. **Employers can still apply to the Maritime and Nuclear Workforce Accelerator, even if they are not listed in eVA under the commodities associated with this RFA.**

The screenshot displays the eVA website interface. At the top right, there are links for "Pay eVA Invoice", "DGSjobs", and "in". The main navigation bar includes "Business Opportunities", "Transparency", "Contracts & Sources", and "Resources". A red box highlights the "Virginia Business Opportunities (VBO)" link in the "Business Opportunities" dropdown menu. Below this, a "VIBE" dropdown menu is visible with options for "Open Construction" and "Future Procurements". The left sidebar contains a search bar, "Buyer Login", "Supplier Login", "Register Now", "Forgot Username/Password", and "Get Help - Customer Care". The main content area features a "Customer Care" section with "BUYER & SUPPLIER HELP" and icons for SUPPORT, INFORMATION, ADVICE, PROBLEM SOLVING, HELP, and SOLUTION. At the bottom, there are three promotional tiles: "I SELL TO VIRGINIA" (with a globe and boxes), "I BUY FOR VIRGINIA" (with a shopping cart), and "WHAT VIRGINIA BUYS" (with the Virginia state seal).

Required Application Documents and Criteria

- ❑ **Cover Page:** Applicants must complete the provided Cover Page and include their UEI number in the applicable field (See **EXHIBIT A: Cover Page**) and have it signed by an authorized representative of the applicant.
- ❑ **Applicant's Checklist:** Applicants must complete the provided Applicant's Checklist to ensure they have included all required documentation within their submission (See **EXHIBIT B: Applicant's Checklist**)
- ❑ **State Corporation Commission Form:** Applicants must provide Virginia State Corporation Commission (SCC) registration information (See **EXHIBIT C: State Corporation Commission Form**)
- ❑ **Project Narrative:** Applicants must supply a written account of their proposal including each of the following elements. If an element is not applicable, explain why. Restate each element or reference the corresponding section number as each is addressed in the narrative (See **EXHIBIT D: Application Narrative Template**).
 - **Required criteria:**
 - Feasibility & Readiness to Implement*
 - Alignment to Target Industries & Roles*
 - Training Need & Rationale
 - Training Content & Quality
 - Worker Advancement & Retention
 - Cost Reasonableness & Budget Clarity
 - **Optional Criteria:** Partnership with Virginia Entities
- ❑ **Project Budget:** Applicants must submit an itemized budget utilizing the provided template (See **EXHIBIT E: Budget Template**).

** These are "Gating Criteria"--A scoring of **0 points** for either of these criterion results in an application that does not meet minimum qualifications and will not be eligible for consideration.*

Submission Format

You must submit all Exhibits (A, B, C, D, and E) in your response

- **Exhibits A, B, C, and D** should be submitted to eVA as a **single PDF**
- **Exhibit E: Budget** – should be attached as an **Excel document** (".xlsx", ".xls", and ".csv" file extensions ONLY)

Cover Page (Exhibit A)

- Applicants **must include a signed and completed cover page** with their application.
- Applicants **must complete all fields**
- Applicants that **do not provide a correct UEI number** will **not** be considered

EXHIBIT A: APPLICATION COVER PAGE

Issue Date: April 1, 2026 RFA#116330

Title: Virginia Maritime & Nuclear Workforce Accelerator

Commodity Codes:

- 12000: Boats, Motors, and Marine Equipment
- 55300: Manufacturing Components and Supplies
- 59300: Nuclear Equipment Components, Accessories and Supplies
- 90900: Building Construction Services, New (Incl. Maintenance and Repair Services)
- 91000: Building Maintenance, Installation and Repair Services
- 92400: Educational/Training Services
- 92800: Equipment Maintenance and Repair Services for Automobiles, Trucks, Trailers, Transit Buses and Other Vehicles
- 93600: Equipment Maintenance and Repair Services for General Equipment
- 95900: Marine Construction and Related Services--Marine Equipment Maintenance and Repair
- 96700: Production and Manufacturing Services

Issuing Agency: Virginia Department of Workforce Development & Advancement
2221 Edward Holland Drive, Suite 500
Richmond, VA 23230

Using Agency and/or Location Where Work Will Be Performed: As specified by accepted proposal

Period of Contract: As specified by accepted proposal

Applications Will Be Received Until: May 20, 2026 at 05:00 PM ET.

All Inquiries for Information Should Be Directed To: grantapplications@virginiaworks.gov; no later than April 15, 2026 at 05:00 PM ET using the provided Question Submission Template. **Late Question submissions will not be accepted.**

NOTE: The following information is required as part of your response to this Request for Application. Failure to complete and provide this sheet may result in finding your application nonresponsive.

Employer's Primary Contact Name: _____ Phone: _____

Years in Business: Indicate the length of time you have been in business providing this type of good or service:
 _____ Years _____ Months

In compliance with this Request for Applications (RFA) and all conditions imposed in this RFA, the undersigned firm hereby offers and agrees to furnish all goods and services required by this RFA at the budgeted amounts indicated in the proposed budget, and the undersigned firm hereby certifies that all information provided below and in any attachments hereto is true, correct, and complete.

Virginia Contractor License No. _____ DSBSD-certified Small Business No. _____
 (if applicable)

Class: _____ Specialty Codes: _____
 (if applicable)

Name And Address of Firm: _____ (Signature In Ink) _____ Date: _____
 _____ (Print Name) _____
 _____ Title: _____
 _____ Zip Code: _____ Telephone Number: (_____) _____
 eVA Vendor ID #: _____ Fax Number: (_____) _____
 UEI #: _____ E-mail Address: _____

Applicant Checklist (Exhibit B)

- The Applicant Checklist ensures that all required documentation is included within the RFA response
- The **Applicant Checklist must be completed** and **included with the RFA response**
- Failure to **include all required documentation** will result in an application that is considered “non-responsive” and will not be eligible for consideration
- **Aligned supply chain**
 - employers in aligned supply chain or related industries should show or describe how their work intersects with maritime/shipbuilding/ship repair and/or nuclear energy
 - *Indicate “N/A” on the initial line ONLY if this does not apply to the submitted RFA response*
- **Non-credentialed training**
 - For training **without an associated, industry-recognized certificate or credential**, employers must submit training curricula, outlines, or instructional materials sufficient to demonstrate training content, duration, and skill focus with their application
 - *Indicate “N/A” on the initial line ONLY if this does not apply to the submitted RFA response*

REQUEST FOR APPLICATIONS (RFA) #116330: Maritime & Nuclear Workforce Accelerator

EXHIBIT B: APPLICANT'S CHECKLIST

NOTE: It is the applicant's responsibility to ensure that their RFA response is submitted by the due date and time using the specified response method.

- _____ Print the entire RFA, all Exhibits, and any Addenda Issued, sign in **black or blue ink** and return. Keep a copy for your records.

Complete all Exhibits as required and initial in black or blue ink.

- _____ Exhibit A: Application Cover Page (including a 12 character alphanumeric UEI Number)
- _____ Exhibit B: Applicant's Checklist
- _____ Exhibit C: State Corporation Commission Form
- _____ Exhibit D: Application Narrative (including redacted copy, if applicable)
- _____ Exhibit E: Budget Template (must have an “.xlsx”, “.xls”, or “.csv” extension)
- _____ **As applicable, employers in aligned supply chain or related industries** should show or describe how their work intersects with maritime/shipbuilding/ship repair and/or nuclear energy. *Indicate “N/A” on the initial line ONLY if this does not apply to the submitted RFA response.*
- _____ For training **without an associated, industry-recognized, portable credential**, employers must submit training curricula, outlines, or instructional materials sufficient to demonstrate training content, duration, and skill focus with their application. *Indicate “N/A” on the initial line ONLY if this does not apply to the submitted RFA response.*

Instructions: Applicants must respond on-line within the eVA e-procurement system (www.eva.virginia.gov) for the applicable RFA (RFA #116330).

eVA Online Response

- Print and read the entire solicitation.
- Submit any questions by the date indicated to the single-point-of-contact shown on page 1.
- Complete all items on all Exhibits (A, B, C, D, E).
- **As applicable, employers in aligned supply chain or related industries** should show or describe how their work intersects with maritime/shipbuilding/ship repair and/or nuclear energy
- For training **without an associated, industry-recognized credential**, employers must submit with their application training curricula, outlines, or instructional materials sufficient to demonstrate training content, duration, and skill focus (omit if not needed)
- Respond on-line with the **Training Reimbursement Grant Amount Requested** shown on **Exhibit E: Budget Template**
- Scan and attach the entire completed and signed RFA with your response including all Exhibits and any Addenda issued.
- For assistance needed to respond online, contact eVA Customer Care at 1-866-289-7367 Monday through Friday, 8:00 AM – 4:45PM, excluding holidays.

State Corporation Commission Form (Exhibit C)

This form confirms that you are registered and authorized to conduct business in the state.

REQUEST FOR APPLICATIONS (RFA) #116330: Maritime & Nuclear Workforce Accelerator

EXHIBIT C: STATE CORPORATION COMMISSION FORM

Virginia State Corporation Commission (SCC) registration information.

The applicant: _____

is a corporation or other business entity with the following SCC identification number: _____

-OR-

is not a corporation, limited liability company, limited partnership, registered limited liability partnership, or business trust

-OR-

is an out-of-state business entity that does not regularly and continuously maintain as part of its ordinary and customary business any employees, agents, offices, facilities, or inventories in Virginia (not counting any employees or agents in Virginia who merely solicit orders that require acceptance outside Virginia before they become contracts, and not counting any incidental presence of the bidder in Virginia that is needed in order to assemble, maintain, and repair goods in accordance with the contracts by which such goods were sold and shipped into Virginia from bidder's out-of-state location)

-OR-

is an out-of-state business entity that is including with this bid an opinion of legal counsel which accurately and completely discloses the undersigned bidder's current contacts with Virginia and describes why those contacts do not constitute the transaction of business in Virginia within the meaning of § 13.1-757 or other similar provisions in Titles 13.1 or 50 of the Code of Virginia.

****NOTE**** Check the following box if you have not completed any of the foregoing options but currently have pending before the SCC an application for authority to transact business in the Commonwealth of Virginia and wish to be considered for a waiver to allow you to submit the SCC identification number after the due date for bids (the Commonwealth reserves the right to determine in its sole discretion whether to allow such waiver):

Project Narrative (Exhibit D)

Applicants must address all required narrative elements listed in the RFA.

We have provided a template for your convenience. *This template is provided as a resource for applicants. Use of this template is **not** required as long as the submitted response meets the formatting requirements specified in the RFA and addresses all required narrative elements.*

Required Criteria

To be eligible for consideration, application narrative and budget must address the required application criteria. Required criteria include:

- Feasibility & Readiness to Implement
- Alignment to Target Industries & Roles
- Training Need & Rationale
- Training Content & Quality
- Worker Advancement & Retention
- Cost Reasonableness & Budget Clarity (Use Exhibit E: Budget Template)

Optional Criteria (for additional points)

To encourage collaboration across state workforce development initiatives, bonus points can be awarded to applicants who partner with state or local workforce development programs and agencies.

- Partnership with Virginia Entities

REQUEST FOR APPLICATIONS (RFA) #116330: Maritime & Nuclear Workforce Accelerator

EXHIBIT D: Application Narrative Template Virginia Maritime & Nuclear Workforce Accelerator

Instructions for Applicants

This template is provided as a resource for applicants. Use of this template is not required as long as the submitted response meets the formatting requirements specified in the RFA and addresses all required narrative elements.

Applicants must be registered in eVA and submit their application in eVA. To register in eVA, go to <https://eva.virginia.gov/register-now.html>. If your organization is already registered in eVA, you are strongly encouraged to log in to eVA to verify that your eVA registration status is active and that your account information is correct before you submit your application. *Registration is not considered complete unless a [Commonwealth of Virginia Substitute W-9 Form](#) is received.* The W-9 Form must be signed (handwritten, Adobe, or DocuSign) and dated. Reimbursement payments will be delayed without a properly executed [Commonwealth of Virginia Substitute W-9 Form](#). Applications submitted through any other channel(s) outside of eVA will not be considered.

To be considered for selection, Applicants must submit a complete response to this RFA. One (1) original, so marked, and one (1) redacted copy if applicable (removing only proprietary information), so marked, shall be attached electronically as a PDF, using the Commonwealth's electronic procurement system eVA. Instructions for submitting a response electronically in eVA can be found at <https://eva.virginia.gov/supplier-training-materials.html>.

Applications shall be signed by an authorized representative of the applicant. All information requested must be submitted using the Commonwealth's e-procurement system, eVA. Failure to submit all information requested may result in VIRGINIA WORKS requiring prompt submission of missing information and/or giving a lower ranked evaluation of the application. Applications which are substantially incomplete or lack key information may be rejected by VIRGINIA WORKS. Mandatory requirements are those required by law or regulation or are such that they cannot be waived and are not subject to negotiation.

Applications should be prepared simply and economically, providing a straightforward, concise description of capabilities to satisfy the requirements of the RFA. Emphasis should be placed on completeness and clarity of content.

Applications should be organized in the order in which the requirements are presented in the RFA. Each section in the application should include the question or reference the corresponding section number. The application narrative must be typed on 8.5" x 11" pages using size 11 or 12 of a conventional font such as Times New Roman, Arial, or Courier. All pages of the application should be numbered.

Applications which are substantially incomplete or lack key information may be rejected.

Budget information must be submitted separately in **Exhibit E: Budget Template**.

1. Feasibility & Readiness to Implement – up to 20 Points

*A scoring of **0 points** for this criterion results in an application that does not meet minimum qualifications and will not be eligible for consideration.*

1.1 Training Timeline: Describe how the employer is prepared to implement the proposed training and **complete all training activities by June 14, 2027**, including a realistic training timeline. For each training program you are requesting funding, please describe:

- When training will begin
- How long the training will last
- When it will be completed

1.2 Training Delivery: For each role, briefly describe who will be providing and delivering the training:

- For training delivered **by the employer's internal company staff**, please indicate the trainer's name, job title, and qualifications
- For training delivered **by an external provider**, please provide the company name, trainer's name (if known), organization, title, address, telephone, email

1.3 Training Location: For each role, the method of delivery for each training program (e.g., classroom, on-the-job, online, hybrid, as part of a registered apprenticeship program). Include the address of the training location(s).

20 Points

All of the following are true:

- The training provider is identified (either internal staff or an outside provider)
- Training materials already exist or can be finalized quickly
- The training schedule is clear and shows completion by June 14, 2027

10 Points

One or more of the following apply:

- The training provider has not yet been finalized
- The timeline is described but lacks detail, such as specific dates or durations
- Key steps for delivering the training are still being worked out

0 Points

One or more of the following apply:

- It is unclear who will deliver the training
- Major pieces of the plan depend on unresolved decisions
- The proposed timeline does not appear realistic

2. Alignment to Target Industries & Roles – up to 15 points

A scoring of **0 points for this criterion results in an application that does not meet minimum qualifications and will not be eligible for consideration.**

2.1 Industry Alignment: Describe how the employer's operations align with the maritime/shipbuilding/ship repair, nuclear energy, aligned supply chain, or related industries.

As applicable, employers in aligned supply chain or related industries should show or describe how their work intersects with maritime/shipbuilding/ship repair and/or nuclear energy. Examples include, but are not limited to:

- An attached letter of support from a contracting employer within maritime/shipbuilding/ship repair and/or nuclear energy industries
- Records of bids submitted for work with maritime/shipbuilding/ship repair and/or nuclear energy industries
- Other supply chain information that shows current or attempted connection to maritime/ shipbuilding/ship repair and/or nuclear energy industry

2.2 Roles Identified for Training: List the specific job titles or roles for which you are requesting training funds. For each role, list the role title the company uses, a corresponding Standard Occupation Code (SOC), and a brief description of the job's main duties.

2.3 Importance of these Roles: Describe why these roles are important to the business' operations. Examples include, but are not limited to:

- Essential to production, operations, or continued functioning
- Safety and compliance
- Quality assurance and/or quality control
- Supervisory or leadership positions

15 points

All of the following are true:

- The employer clearly operates in:
 - Maritime/shipbuilding/ship repair
 - Nuclear energy
 - **OR** aligned manufacturing/supply chain within the above industries
- The roles to be trained are clearly named, are technical/manufacturing roles or are roles core to the employer's day-to-day operations

10 points

One or more of the following apply:

- The employer clearly operates in a target industry, but the roles to be trained are described broadly (for example, "production staff" or "operations employees")
- **OR** the roles are clearly described, but the connection to a target industry is implied rather than stated directly

0 points

One or more of the following apply:

- The employer's industry is unclear
- **OR** the employer's industry is outside the program's target industries
- **OR** the roles to be trained are not described

3. Training Need and Rationale

3.1 Training Need: For each role, describe how the employer has identified a specific workforce challenge. Examples include, but are not limited to:

- Addressing skill gaps in the workplace
- Advancing workers to a new role or expanding responsibility within their current role
- Training in the use of new equipment, systems, or processes
- Addressing challenges with retaining workers
- Changes in job requirements
- Changes in industry standards or regulations

3.2 Rationale: For each role, explain how this training directly addresses the training need. Examples include, but are not limited to:

- Targets skill gaps
- Provides training to address unfilled or open position(s)
- Improves productivity and/or worker outputs
- Ensures continued compliance with industry standards or regulations
- Cross-trains employees
- Up-skills or advances workers

15 points

All of the following are true:

- The employer clearly describes a **specific workforce challenge** (for example: skill gaps, difficulty advancing workers, new equipment or processes, or retention issues)
- The proposed training clearly and directly addresses that challenge

10 points

One or more of the following apply:

- The workforce challenge is described, but the connection between the challenge and the proposed training is **general or indirect**
- **OR** the training makes sense, but the workforce problem it is meant to solve is not clearly explained

0 points

One or more of the following apply:

- The workforce need is not clearly described
- **OR** the training request is broad or generic and not clearly tied to a specific problem

4. Training Content & Quality

4.1 Training Program(s): For each role, describe the skills that will be learned or training topics and the number of employees receiving training. Examples include, but are not limited to:

- Specific hands-on or technical skills (e.g. specialized skills for specific trades, machine programming, process improvement, etc.)
- Leadership or professional skill training
- Soft-skills development (e.g. communication, time management, teamwork, etc.)

4.2 Training Materials: For each role, describe what course content or training materials will be used.

- For training **with an associated, industry-recognized certificate or credential**, please indicate what industry-recognized certificate or credential is associated with the training program and the name of the credentialing body.
- For training **without an associated, industry-recognized certificate or credential**, employers must submit training curricula, outlines, or instructional materials sufficient to demonstrate training content, duration, and skill focus to demonstrate Measurable Skill Gain (MSG). **These items should be submitted as an attachment with the Employer's RFA response.** Training may be delivered by the employer or an external provider.

15 Points

All of the following are true:

- The training content is clearly described and focused on specific skills
- Curriculum, course outline, or training materials show what workers will learn **OR** training confers an associated industry-recognized certificate or credential

10 Points

One or more of the following apply:

- The training approach makes sense, but the description of what will be taught is limited or vague
- **OR** the curriculum describes general topics without clearly showing the skills workers will gain

0 Points

There is not enough information to understand what the training will cover

5. Worker Advancement & Retention

5.1 Worker Advancement & Retention: For each role, briefly describe how the proposed training supports employee advancement, expanded responsibilities, and/or retention within the organization. Examples include, but are not limited to:

- Career progression, advancement opportunities, or increased clarity on career paths
- Improved or expanded skills within a current role
- Increased job stability due to receiving training for an in-demand role/skill

10 Points

One or more of the following apply:

- The employer clearly explains how the training will help workers move into higher-level roles **OR** take on more responsibility in their current roles
- The employer explains how this training supports keeping workers with the company

5 Points

The application suggests the training could help with advancement or retention but does not clearly explain how

0 Points

There is no clear connection between the proposed training and worker advancement or retention

OPTIONAL: Partnership with Virginia Entities – Up to 3 Points

To encourage collaboration across state workforce development initiatives, up to three (3) extra points can be awarded to applicants who partner with state or local workforce development programs and agencies to develop/deliver training or other workforce services as part of Accelerator training implementation, including but not limited to:

- Department of Education - [Adult Education Programs](#)
- Department of Energy - [Energy Programs for Contractors](#)
- Department for Aging and Rehabilitative Services
- Department for the Blind and Vision Impaired
- Department of Veterans Services
 - [Military Education and Workforce Initiative \(MEWI\)](#)
 - [GI Bill®](#)
- Department of Corrections
- Department of Social Services
- Wilson Workforce and Rehabilitation Center
- Virginia Economic Development Partnership

If applicable, please describe how you have partnered with a state or local workforce development program or agency to develop/deliver training or other workforce services as part of Accelerator implementation.



Cost Reasonableness and Budget Clarity (Exhibit E)

Applicants must submit an itemized budget **utilizing the provided template**. Costs should be broken down as follows:

- Trainer Staff Salaries/Wages/Contracts (costs to pay trainers or instructors—this can be a member of the employer’s own staff or a third-party training provider)
- Training Program and Education Supplies (curriculum, testing fees, supplies for training)
- Other Training-Related Expenses (trainer per-diem and other costs that do not fall into the other two budget categories)

Please review the **Allowable Expenses** and **Eligible Activity** listed in the RFA to ensure your budget aligns with the RFA requirements.

10 Points

Both of the following are true:

- The proposed costs are allowable and reasonable for the type and length of training, and the number of people trained
- The budget clearly shows what the funds will be used for

5 Points

Only one of the following applies:

- The proposed costs are allowable and reasonable for the type and length of training, and the number of people trained
- **OR** The budget clearly shows what the funds will be used for

0 Points

One or more of the following apply:

- The costs are unclear or not described in enough detail to determine whether they are reasonable or allowable
- **OR** the cost(s) do not appear related to training, or seem unreasonably high for the type and length of training, and/or the number of people trained

Budget Template

EXHIBIT E: BUDGET TEMPLATE				
Maritime & Nuclear Workforce Accelerator - RFA #116330				
Employer/Organization:				
Grant Period:		December 15, 2025 to December 15, 2027		
Requested Amount:		\$0		
Instructions: Please complete the following columns: Position Title and/or Expense Item, Total Charged to the Grant, and the Budget Narrative description. The line items are meant to be examples and it is not necessary to charge funds to all line items. If you do not intend to charge a certain line item to the grant, you may leave the section blank. Do not add or delete any data to the grey sections. These sections will autofill.				
Section A - Budget Summary and Narrative				
Trainer Staff Salaries/Wages/Contract				
Expense Item	Occupation/ Role Receiving Training	Charged to this Grant		Budget Narrative Narrative description of each budget expense with calculation assumptions. If funds in a line item will be provided to a subrecipient, please note in this section.
		Total Salary/Wages/ Contract Expense	Percentage of Overall Total Training Cost Budget	
Salaries and Wages Total		\$0.00	0.00%	
Training Program and Education Supplies				
Expense Item	Occupation/ Role Receiving Training	Charged to this Grant		Budget Narrative Narrative description of each budget expense with calculation assumptions. If funds in a line item will be provided to a subrecipient, please note in this section.
		Total Training and Education Expenses	Percentage of Overall Total Training Cost Budget	
Training and Education Expenses Total		\$0.00	0.00%	
Other Training-Related Expenses				
Expense Item	Occupation/ Role Receiving Training	Charged to this Grant		Budget Narrative Narrative description of each budget expense with calculation assumptions. If funds in a line item will be provided to a subrecipient, please note in this section.
		Total Other Expenses	Percentage of Overall Total Training Cost Budget	
Other Expenses Total		\$0.00	0.00%	
Total Training Cost Budget		\$0.00		
Training Reimbursement Grant Amount Requested		\$0.00		

Terms, Conditions, and Certifications

Terms, Conditions, and Certifications

Applicants are expected to familiarize themselves with the Terms, Conditions, and Certifications in the RFA.

Terms and Conditions in the RFA include, but are not limited to:

- Post Award Administrative Requirements
- Federal Requirements
- Record Retention & Audit Requirements
- Certifications & Assurances

The following Certifications are incorporated by reference in the RFA:

- Certification Regarding Lobbying (29 CFR § 93);
- Drug-free Workplace Requirements Certification (29 CFR § 94);
- Nondiscrimination and Equal Opportunity Assurance (29 CFR § 38);
- Certification Regarding Debarment, Suspension, and Other Responsibility Matters (29 CFR § 200.214).

The subrecipient shall incorporate these certifications into any contracts developed to implement programs pursuant to this Agreement.



Grant Awards

Notice of Intent to Award

Selected employers will be notified in writing via email of a ***tentative award*** no later than **June 18, 2026 at 5:00 PM.**

The award notice email will include any required conditions of the award, instructions for accepting the award, information on completing required forms, and information on finalizing a Memorandum of Understanding (MOU) between the awardee and Virginia Works.

Required documents include, but are not limited to:

- Memorandum of Understanding (MOU)
- Authorized Signatory Form
- Federal Funding Accountability and Transparency Act (FFATA) Reporting Form

Issuance of an award notice does not constitute a binding commitment or authorization for reimbursement until all required documentation has been completed, submitted, and approved.

Failure to (i) formally accept the award, (ii) submit all required documents and forms, or (iii) provide requested information by the deadline specified in the award notice may result in the applicant being deemed non-responsive and disqualified from receiving reimbursement. Virginia Works reserves the right to rescind the award for non-compliance with program requirements.



Memorandum of Understanding

(Insert federal grant award name & subrecipient) MOU

SUBRECIPIENT MEMORANDUM OF UNDERSTANDING

BETWEEN

VIRGINIA Department of Workforce Development and Advancement (VDWDA also known as Virginia Works)

AND

Insert SUBRECIPIENT

MOU#XXXXXXXX

This Memorandum of Understanding is entered into by and between the Virginia Department of Workforce Development and Advancement, hereinafter referred to as "VDWDA", and (Please provide the name of the SUBRECIPIENT receiving grant funds and its unique identifier #---tax ID#), hereinafter referred to as "SUBRECIPIENT ABBREVIATION".

Virginia Department of Workforce Development and Advancement | Virginia Works

Nicole Overlay, Commissioner

Date

Subrecipient SUBRECIPIENT NAME

(SUBRECIPIENT, title)


Date

Authorized Signatory Form



AUTHORIZED SIGNATORY FORM FOR			
SUBRECIPIENT FINANCIAL REPORTS AND REIMBURSEMENT REQUESTS			
SUBRECIPIENT/ FISCAL AGENT NAME AND ADDRESS:			
PROJECT/ SUBAWARD NAME:			
I certify that the signatures below are of the individuals representing the grant recipient, or fiscal agent if applicable, authorized to certify financial reports and expenditure reimbursement requests submitted to VDWD for the Workforce Innovation Opportunity Act (WIOA) Title I statewide fund activities.			
SIGNATURE	NAME & TITLE	EMAIL	DATE
AUTHORIZING OFFICIAL (Cannot be the same as below)			
NAME, TITLE, EMAIL	SIGNATURE		
NAME, TITLE, EMAIL	SIGNATURE		
NAME, TITLE, EMAIL	SIGNATURE		
NAME, TITLE, EMAIL	SIGNATURE		

Federal Funding Accountability and Transparency Act (FFATA) Reporting Form



Federal Funding Accountability and Transparency Act (FFATA) Reporting Form

This form is required to fulfill federal requirements under the Federal Funding Accountability and Transparency Act (FFATA) Subaward Reporting System (FSRS). FFATA reporting is a requirement for subawards of federal awards in excess of \$30,000. The FFATA requires information on federal awards to be made available to the public via a single, searchable website. Federal awards include grants, sub grants, loans, awards, cooperative agreements, contracts, and subcontracts. The FFATA does not require reporting on individual transactions below \$30,000.

To Be Completed by Subawardee

Unique Entity Identifier (UEI): _____ Parent UEI Number: _____
 Tax Identification Number: _____ Parent Entity Tax ID Number: _____

Name of Grant Recipient or Contractor: _____
 Physical Address : _____
 City, State, Zip+4: _____
 Congressional District: _____

Address where work will be performed, if different from above:
 Physical Address: _____
 City, State, Zip+4: _____
 Congressional District: _____

Executive Compensation

A. In the preceding completed fiscal year, did your organization (the legal entity to which the DUNS number it provided belongs) receive (1) 80% or more of its annual gross revenue in US federal contracts, loans, grants subgrants, and/or cooperative agreements; and (2) \$25,000,000 or more in annual gross revenues from US federal contracts, subcontracts, loans, grants, subgrants, and/or cooperative agreements?
 Yes (continue to question "B") No (Skip to contact information)

B. Does the public have access to information about the compensation of the executives in the grant recipient's business or organization (the legal entity to which the DUNS number it provided belongs) through periodic reports filed under Section 13(a) or 15(d) of the Securities and Exchange Act of 1934 (15.U.S.C. 78ma), 78o(d)) or Section 6104 of the Internal Revenue Code of 1986?
 Yes (Skip to contact information) No (Provide compensation information below)

Name	Compensation
1.	\$
2.	\$
3.	\$
4.	\$
5.	\$

Subawardee Contact Information (person completing form):

Name	Title	Email Address	Date Submitted

Reimbursement Process

Reimbursement Process

Reimbursement Structure

Reimbursement is performance-based and contingent upon submission of documentation verifying training participation, eligible costs, proof of payment, and six-month retention. Employers may be reimbursed for up to **80% of eligible training costs**

- **60%** upon verified participant training completion
- **20%** upon verified six-month post-training job retention

Employers must submit sufficient documentation to verify:

- Training participation and completion
- Eligible training costs and proof of payment
- Continued employment and six-month retention

Virginia Works reserves the right to reduce or deny reimbursement for partial completion, delayed training, or noncompliance.

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.
- Reimbursements are issued within 10 days of Virginia Works receiving properly completed RFRs for valid, eligible expenses.



Required Forms for Reimbursement*

* Only applicable for awarded employer training programs. This is a competitive grant opportunity and does not constitute a procurement for goods or services for the benefit of the agency. Submission of an eligible application does not guarantee funding.

Request for Reimbursement

WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)
 VIRGINIA WORKS
 Virginia Department of Workforce Development and Advancement (VDWDA)

Request for Reimbursement & Expenditure Summary

Recipient:		Program Year:	
Date expense occurred:			
		Request #:	

Expenditures	Funding Limit up to:	Authorized Funding	EXPENDITURES		Remaining Balance
			Expenses	Total Expenses	
Total		\$0.00	\$0.00	\$0.00	\$0.00

*** ACCOUNT PAYABLE USE ***						
	COST CENTER	PROJECT	TASK	GRANT	ACCOUNT	AMOUNT
	Statewide					0.00

By signing this report, I certify to the best of my knowledge and belief that the report is true, complete, and accurate, and the expenditures,

Make Payment to:

--

 Signature of authorized individual

Print Name/Title

Telephone

Date

VDWDA Payment Approval	Project Manager Signature	Date

Reporting Requirements

Reporting

The subrecipient employer will be required to **provide monthly program progress and financial reports of expenditures** to be described in detail and communicated in award documentation. The program report is **due no later than the 25th of each month** for the duration of the grant award. Additionally, the Project Manager and the Grants Administration Team will have **monthly meetings with award subrecipients** to ensure satisfactory progress, review financial reports, and review RFRs.

Employers awarded funds must report:

- Data consistent with Commonwealth Workforce Metrics (See the “Accelerator Outcomes” section of the RFA for more information)
- Training enrollment data
- Participant basic demographic information, including Social Security Numbers (SSN) and Veteran Status
- Training participation and completion including, but not limited to: certificates of completion, credential attainment, or other documentation to demonstrate Measurable Skill Gain (MSG)
- Eligible training costs and proof of payment
- Training participant job retention with the same employer six (6) months following training completion

NOTE: Failure to meet reporting or performance requirements may result in delayed or denied reimbursement.



Next Steps

Q&A Process

As part of the procedures for the Request for Application, all applicants have the opportunity to ask questions for clarification on the RFA's requirements. Employer applicants should review the RFA in its entirety to ensure the answer is not already in the RFA. Applicants are encouraged to reference the RFA section or other attached documents and RFA page number that corresponds with their question(s).

- Questions regarding this RFA must be submitted by electronic mail as an Excel attachment using the provided template (See **Question Submission Template**)
- Sent to: GrantApplications@VirginiaWorks.gov
- Subject Line: **"Questions – RFA #116330"**

All questions must be received by **April 15, 2026, at 5:00PM ET**. Late Question submissions will not be accepted.

Responses to all questions received by the question submission deadline will be posted on or before April 20, 2026, at 5:00PM ET and published anonymously as an **addendum to the RFA posting on eVA**. Answers will be accessible to all applicants.

NOTE: Because questions and answers are shared, employer applicants should avoid revealing proprietary solutions in their question submission.



Application Submission

- 1. Applicants must be registered in eVA and submit their application in eVA.**
2. To be considered for selection, Applicants must submit a complete response to this RFA. One (1) original, so marked, and one (1) redacted copy if applicable (removing only proprietary information), so marked, shall be attached electronically as a PDF, using the Commonwealth's electronic procurement system, eVA.
3. Applications shall be signed by an authorized representative of the applicant. All information requested must be submitted using the Commonwealth's e-procurement system, eVA. Failure to submit all information requested may result in VIRGINIA WORKS requiring prompt submission of missing information and/or giving a lower ranked evaluation of the application. Applications which are substantially incomplete or lack key information may be rejected by VIRGINIA WORKS. Mandatory requirements are those required by law or regulation or are such that they cannot be waived and are not subject to negotiation.
4. Applications should be prepared simply and economically, providing a straightforward, concise description of capabilities to satisfy the requirements of the RFA. Emphasis should be placed on completeness and clarity of content.
5. Applications should be organized in the order in which the requirements are presented in the RFA. Each section in the application should include the question or reference the corresponding section number.
6. The application narrative must be typed on 8.5" x 11" pages using size 11 or 12 of a conventional font such as Times New Roman, Arial, or Courier. All pages of the application should be numbered.
7. All documentation submitted with each copy of the application should be contained in a single volume.

Dates and Deadlines

Description	Date
Start Period of Performance	December 15, 2025
RFA Issued on eVA	April 1, 2026
Question Acceptance Period Open	April 1, 2026
Question Acceptance Period Close	April 15, 2026
Answers to Questions Posted	April 20, 2026
RFA Response Due	May 20, 2026
Awards Announced/Recipients Notified No Later Than	June 18, 2026
Deadline to Complete Training	June 14, 2027
End Period of Performance	December 14, 2027
All Final Documentation Due: <ul style="list-style-type: none">• Final Performance Report Due• Final Request for Reimbursement Submission Deadline	January 10, 2028

**Thank you for
attending!**

