



Request for Application (RFA) for Full Grant Applications

USAID Industry-led Skills Development Program

Request for Applications (RFA) No. 001-C1-001-2021 for Full Grant Application

Incentivizing Private Sector Engagement in Skills Development

Announcement Type:	Request for Applications (RFA)
Funding Opportunity Number:	001-C1-001-2021
Funding Opportunity Title:	Incentivizing Private Sector Engagement in Skills Development
Issuance Date:	November 4, 2021
Applications Submission Due Date:	December 20, 2021
Maximum Grant Size:	USD \$30,000 per recipient

Dear Applicant:

The USAID Industry-led Skills Development Program (the Program) is seeking applications from eligible organizations for innovative approaches to strengthen linkages between skills training and high-value employment opportunities, either independently or as a partnership between the private sector and training provider institution(s) or organization(s). You are invited to submit an application to the Program’s Incentivizing Private Sector Engagement in Skills Development initiative in accordance with the terms of references contained herein.

Details on the Program and application process can be found in this application package. To make information on grants accessible to all interested stakeholders across Georgia, the Program plans to hold pre-application workshops and information sessions in accordance with the following schedule:

Location	Date
Tbilisi (will cover Tbilisi, Shida Kartli and Kvemo Kartli regions)	November 18, 2021
Borjomi (will cover Samtskhe-Javakheti region)	November 19, 2021
Telavi (will cover Kakheti region)	November 24, 2021
Kutaisi (will cover Imereti, Racha-Lechkhumi and Kvemo Svaneti regions)	November 30, 2021
Zugdidi (will cover Samegrelo-Zemo Svaneti region)	December 1, 2021
Batumi (will cover Adjara and Guria regions)	December 3, 2021



This workshop will give eligible and interested Applicants the chance to ask questions about the RFA process and receive guidance on how to submit an application. Interested Applicants that meet the eligibility requirements as defined in Section E below and would like to attend this workshop must confirm their attendance by sending the participant’s name and the organization’s name via e-mail to skillsgrants@iesc.org **no later than 5 working days prior to the desired workshop**. Only *one person* may attend from each organization. Detailed information on the venues of the pre-application workshops and information sessions will be sent to registrants via e-mail. Please note that if COVID-19 regulations do not permit in-person meetings, the Program will consider online meeting options with streaming services provided. No costs of attendance will be reimbursed.

Applicants can also send questions about the application process to skillsgrants@iesc.org until **December 7, 2021**. All answers to questions asked at the pre-application workshop and/or through the e-mail will be posted to the Program’s Facebook and web page no later than **December 13, 2021**.

- Program’s Facebook Page- <https://www.facebook.com/USAIDSkillsProgram>
- Program’s web page- <https://iesc.org/program/usaidskills-development/>

Applications (technical and budget proposals and supporting documentation) should be submitted in electronic format to skillsgrants@iesc.org. All applications should reference RFA No. 001-C1-001-2021 and must be submitted in English. Applications are due no later than **December 20, 2021**, 18:00 local time. Late or unresponsive applications will not be considered. Key dates are as follow:

Activity	Due Date
Registration for Pre-application Workshops and Info Sessions	No later than 5 working days prior to the desired workshop
Pre-application Workshops and Info Sessions	November 18 - December 3, 2021
Questions Due to skillsgrants@iesc.org	December 7, 2021
Program Posts Responses to Questions	December 13, 2021
Submission of Full Applications	December 20, 2021
Estimated Start Date of the Grant	January 2022

The grants will be awarded and implemented in accordance with U.S. Agency for International Development (USAID) and U.S. Government regulations governing grants and grants under contract (GUCs), as deemed applicable by USAID, Prime USAID Contractor IESC, and the Program’s grant management policies.

The Program and IESC employees may not ask for, and Applicants are prohibited from offering, any money, fee, commission, credit, gift, gratuity, a thing of value, or compensation to obtain or reward improper favorable treatment regarding this solicitation. Any improper request from an IESC or Program employee should be reported to the Program’s Chief of Party or ethics@iesc.org.

Annexes included with this Request for Applications:

- Annex 1 – Technical Application Form
- Annex 2 – Grant Application Budget Forms
- Annex 3 – Pre-award Risk Questionnaire
- Annex 4 – Indicator List



SECTION I. INDUSTRY-LED SKILLS DEVELOPMENT PROGRAM GRANT ACTIVITIES

A. INDUSTRY-LED SKILLS DEVELOPMENT PROGRAM BACKGROUND

The Program is headquartered in Tbilisi with Program activities operating throughout Georgia. To ensure national coverage the Program engages with networks of employers, business associations, education and training providers both public and private, regional chambers of commerce, local and national government representatives, and development partners to effectively engage the private sector, undertake outreach and marketing, deliver tailored and demand-driven grants, implement activities, and host community engagement events-creating a network of employer-led skill development initiatives and partnerships across Georgia.

The purpose of the Program is to develop industry-relevant human capital that will contribute to high-value employment opportunities and increased economic competitiveness in Georgia. The Program will achieve this by systematically engaging employers to equip Georgians with skills demanded in sectors with high growth potential and create direct linkages between training programs and high value employment opportunities. The Program gives a leading role to the private sector to catalyze demand-driven skills development throughout Georgia.

The Program has three components. Under **Component 1**, the Program pilots initiatives that incentivize employers, sectoral associations/councils, industry groups, and other private sector bodies to participate in innovative practices/models independently or in cooperation with skills training providers, strengthening linkages between skills training and high value-employment opportunities. Innovative practices/models may also include already existing practices/models, but new to grantee, sector of economy or geographical location. Under **Component 2**, the Program scales and establishes training programs with demand by the private sector demonstrated independently or through partnership and support of skills training providers. Under **Component 3**, the Program aims to increase the employability and incomes of un- and under-employed populations in the regions and increases employers' productivity by expanding access to existing, high-quality skills training programs to rural and priority populations in ways that contribute to high-value employment opportunities.

This RFA is for grant activities under **Component 1**.

The Georgian private sector's skill needs are dynamic and diverse, especially considering a continuously evolving post-COVID-19 economic recovery. The Program does not prescribe sectors or regions for grants or activities beyond excluding those that are prohibited by U.S. law and regulations. By keeping the regions and sectors flexible, the Program is able to respond rapidly to emerging opportunities for growth.

B. COMPONENT 1 GRANTS DESCRIPTION

B.1 Objective

The objective of this RFA is to solicit applications for innovative approaches to strengthen linkages between skills training and high-value employment opportunities, either independently or as a partnership between the private sector and training provider institution(s) or organization(s).



Proposed grant activities must be designed to enhance the Applicant’s participation in these approaches either independently or in partnership. These practices/models will be related to the Applicant’s participation in skills training program curricula development; the delivery of skills training programs; the development and implementation of quality assurances and standards for skills training programs; and creating direct linkages between skills training programs and employment opportunities.

The grant activities funded under this RFA will be new private sector-led solutions piloted by the Program and the Applicant that can be scaled or replicated once they are showing success. These grant activities are appropriate for smaller companies who have good ideas but cannot afford to test these ideas on their own, or for larger companies who want to use these grants for piloting a new, unproven practice/model; grant activities should provide an opportunity for the Applicant’s business to have a highly qualified labor force and to be more productive, competitive, and grow. Grant activities that demonstrate measurable success and feasibility of the practice/model or partnership can potentially apply for a larger grant under the Program’s Component 2 or Component 3 grant schemes.

B.2 Scope of Component 1 Grant Activities

The private sector typically undertakes skills development initiatives through one of two different modalities: (1) *Independent Engagement*, where the private sector, individual company or business association, develops and implements solutions to skills development internally and independently, without partnership with education and training provider institution; and (2) *Partnership*, where the private sector collaborates with education and training providers to collaboratively address skill development issues.

As such, applications may be submitted by the (i) private sector (represented by an individual company, group of companies, or business association), (ii) private sector in partnership with training provider institution(s) or organization(s), or (iii) training provider institution(s) or organization(s) in partnership with the private sector. All applications must present practices/models of sustainable private sector engagement in the workforce development system utilizing already known or innovative forms of engagement.

Skill development practices/models offered by the applications are not required to have any sectorial or geographical limitations within the territory of Georgia. Practices/models presented in the grant applications may be considered for further upscaling to provide greater impact if they are successfully piloted under the given grants scheme. Grants applications should include outreach activities to share the results of these pilot practices/models to sector representatives. These activities must be considered in the grant application budget.

Potential topics for grant applications under Component 1 include but are not limited to:

- Piloting different mechanisms for employers, sectoral associations/councils, industry groups, and other private sector bodies to provide input into training curriculum design and delivery, including opening their own training centers
- Developing partnerships between training providers and employers; incentivize employers, sectoral associations/councils, industry groups, and other private sector bodies to improve teachers’ capacity at training institutions
- Creating opportunities for training providers to provide instruction at employers’ facilities



- Engaging specialists from employers to deliver training modules
- Increasing employer participation in career guidance; in organizing job-fairs and other activities to promote employment
- Designing on-the-job learning modalities, including apprenticeships and internships
- Increasing employer engagement in quality assurance/certification boards, sector skills councils
- Targeted capacity building of sectoral/industry/professional associations to increase their participation in skills development
- Designing digital or innovative solutions for increasing the quality of training courses;
- Developing educational resources
- Elaborating schemes for future skills demand satisfaction
- Attracting and incentivizing beneficiaries to get access to high quality skills training and employment opportunities using professional orientation services
- Developing partnerships with internationally certified education providers

B.3 Funding

The maximum award ceiling amount is USD \$30,000 per recipient and the maximum grant duration is 18 months. The grant funding amounts in the grant agreements will be fixed in USD. Disbursements will be made in the local currency, Georgian Lari, according to the disbursement schedule established in the grant agreement and utilizing the official exchange rate established by the National Bank of Georgia on the day of payment. Payments will either be made on a reimbursement basis in tranches corresponding to achievement of agreed upon milestones or, in exceptional cases, on a periodic advance and liquidation basis. The payment method will be determined by the Program as part of an analysis of the Applicant's organizational capability to manage grant funds.

All costs funded by the grant must be allowable, allocable, and reasonable. Further details about cost allowability is included below in section E.4. Cost-share (resources a grant recipient contributes to the total cost of a grant activity) may be financial or in-kind and the total value of the cost-sharing element to this activity by the Applicant must be minimum **20%** of the total requested investment, with a required **10% in cash contributing to the 20% cost-share minimum**. Further information on what contributions are considered cost-share is included below in section E.3.

In-kind contributions may include goods, services, works, studies, equipment, materials, land, and leased property provided by the Applicant. The value of in-kind contributions should be estimated during the selection process based on the expected value of the goods, works or services provided, assessed for reasonableness, and related explicitly to the project. The recorded value for any in-kind contribution will be the fair market value.

Grant applications must be supported by a detailed and realistic budget as described in Section C below.

B.4. Gender and Social Inclusion

The limited opportunities for women to participate in economic activities are a major development challenge for Georgia. Applicants must consider how their proposed grant activity addresses constraints to women's participation in high value economy, especially regarding gender stereotyping for certain occupations, and ensures equitable participation of women. Applicants must also consider how their proposed grant activity ensures inclusiveness for ethnic minorities and students with disabilities and



propose methods to ensure these groups are informed about the possibilities and advantages of skills development programs and provide equitable access supporting them to overcome language, financial, social, or other types of constraints.

Applicants should consider all the potential costs related to gender and social inclusion in the grant application budget.

B.5. Environmental, Health, and Safety Compliance

The Applicant must consider the impact of their proposed grant activity on the environment and include environmental sustainability as a central consideration when designing and implementing the grant activity. In accordance with U.S. Government Federal Regulations (Title 22 of the Code of Federal Regulations Part 216) and USAID's Automated Directives System (Parts 201.5.10g and 204), the Applicant must identify the potential environmental impacts of the proposed grant activity. The Program will review these prior to a final decision to proceed and the Applicant will adopt appropriate environmental safeguards as necessary. In addition, if funded the Applicant must conduct the grant activity in a manner which safeguards the rights, health, and welfare of all individuals who take part in the grant activity.

Prior to an initiating a grant activity that has the potential to result in significant adverse environmental, health, and/or safety impacts, the Program will work with the Applicant to prepare an Environmental Review Checklist (ERC) and an Environmental Mitigation and Monitoring Plan (EMMP) and submit these to USAID for approval prior to implementation of this grant activity. After the grant activity is completed, the Applicant and the Program must sign a Record of Compliance with the ERC/EMMP certifying that the Applicant met all applicable ERC/EMMP conditions and submit it to USAID for approval.

Applicants should consider all the potential costs related to environmental, health, and safety impact mitigation in the grant application budget.

C. INSTRUCTIONS TO APPLICANTS

The Applicants will propose their own strategies for the implementation of the scope of program activities described above, introducing innovative practices/models that are appropriate to their organizational strengths. Each Applicant should carefully read the instructions that follow and complete all forms.

C.1. Applicant Assessment

All Applicants are subject to a pre-award responsibility determination by the Program, to ascertain whether the organization has the minimum management capabilities required to handle U.S. Government funds. The Applicant pre-award risk questionnaire form in **Annex 3** of this package is a required first step in the responsibility determination process. This questionnaire must be completed and submitted with the Applicant's grant application.



C.2. Full Grant Application

Templates for presentation of both the technical and budget aspects of the application are provided in **Annexes 1 and 2**. Applicants must present their proposals using these templates.

The application elements and guidelines are summarized below:

C.2.a. Technical Application – Annex 1

- **Section I (Summary and Basic Information).** The Applicant provides a brief summary of the proposed grant activity, their contact information, and information regarding the status of the organization.
- **Section II (Grant Description).** The Applicant describes overarching grant elements such as the objective of the grant and the linkage to the Program’s objectives, anticipated results and indicators for measuring results, the activity’s main tasks, and the grant activity’s beneficiaries.

For each proposed activity the Applicant will be required to track specific indicators that are determined in consultation with the Program. The Program has developed a list of suggested indicators that is included as **Annex 4**. The Applicant should select indicators from the list in Annex 4 that are applicable to their proposed grant activity. The Applicant may also propose other indicators or methods for measuring the success or impact of their grant activity.

- **Section III (Grant Implementation Plan).** The Applicant provides information regarding grant implementation, including proposed personnel and descriptions of each task. Each task must be:
 - Complete and sound
 - Integrated and scheduled with dependent tasks
 - Assigned to a responsible party
 - Defined in terms of resources required
 - Concluded with a viable milestone of achievement—milestones must be linked to results

The tasks listed must show a logical, thoughtful approach to the overall implementation plan. Tasks should describe actions and be logically sequenced. Each task must contribute to the achievement of the grant objective.

The Applicant should describe any relevant material assumptions made and/or conditions required for the achievement of the grant objective.

The implementation plans must be supported by a description of main tasks that lists all identified tasks and the start and end dates of each task, over the duration of the activity. A Description of Main Tasks table is included in the Grant Application Form.

- **Section IV (Experience and Capacity).** The Applicant describes previous or on-going experience implementing similar/related activities, or activities of similar size and complexity. This is an important factor in assessing the capacity of the Applicant to implement the activity. The Applicant also provides contact information of references that can speak to the Applicant’s past performance and capabilities.



- **Section V (Cost and Sustainability).**

Cost – This is a summary of the information provided in the Cost Application, and includes the total grant funding request, and the Applicant's cash or in-kind contributions and/or contributions from other sources (co-funding) for the activity.

Sustainability – The Applicant discusses strategies for ensuring the sustainability of the proposed activity and organization, the expected program income generation (if any), and the third party leveraging of funds (if any). Program income is defined as gross income earned by the **grantee** that is directly generated by a supported activity or earned as a result of this **grant**, during the period of the **grant**.

C.2.b. Cost Application – Annex 2

Each Technical Application must be supported by detailed budget forms. Applicants must submit their budget in accordance with **Annex 2 “Grant Application Budget Forms.”** While there is no page limit for this portion, Applicants should be as concise as possible, but still provide the necessary details. Proposed costs must represent cost efficiency and be reasonable and allowable per the federal cost principles provided under 2 CFR 200, the full text of which can be found at <https://www.ecfr.gov/current/title-2/subtitle-A/chapter-II/part-200>; further information on the federal cost principles is included in section F of this RFA. When properly completed, reviewed, and approved, this budget template serves as the mutually agreed-upon “roadmap” for activity financial management. All activity costs must be identified. Cost data must be accurate and proposed amounts should be realistic.

It is important that the budget clearly indicates where specific grant activity funds are to come from (from USAID via the Program, co-funding by another source, and/or the Applicant’s cost-sharing contribution). Co-funding from other programs can be included as cost share if it comes from a non-U.S. government source. Furthermore, any contributions by the Applicant must not be included in any other U.S. government-assisted grant program. The Program will require full disclosure by all involved parties and will maintain contact with co-funders to verify their contributions.

Applicants must submit supplemental budget notes and must provide an accompanying narrative by line item, which explains in detail the basis for how the Applicant derived the individual line-item cost. The budget notes must be sufficient to ensure that the Program can determine the purpose of every cost item proposed, as well as understand the basis for the cost estimate (units and unit cost).

The Applicant must be able to provide backup/justification for costs to the Program if requested.

All grant activity costs must be within the normal operating practices of the Applicant and in accordance with its written policies and procedures.

C.2.c. Additional Application Instructions

The application (both the technical proposal and the budget proposal) must each be signed by an authorized agent of the Applicant.

Applications must be submitted in English and technical proposals (Annex 1) may not be more than 20 pages.



Applications should be submitted in electronic format to skillsgrants@iesc.org.

In addition to the application forms and annexes, Applicants should include a copy of their organization's valid legal registration, organizational charter, corporate by-laws, and a copy of their latest audited financial statements. Applications (Technical and Budget proposals and supporting documentation) must be submitted no later than **December 20, 2021, 18:00 local time**. Applications received after the closing date and time will not be considered.

To assist Applicants in preparation of proposals, the following checklist summarizes the documentation to include in a submission in response to this RFA:

- Technical Application Form (Annex 1)
- Grant Application Budget Form (Annex 2)
- Pre-award Risk Questionnaire (Annex 3)
- Indicator List (Annex 4)
- Valid legal registration in Georgia, organizational charter, corporate by-laws
- Latest audited financial statements
- DUNS number (if applicant currently has one)

D. MERIT REVIEW EVALUATION

The information that you provide in the grant application will allow the Program to decide if you are a suitable candidate for partnership. If your application corresponds with the objectives of the Program, and meets the eligibility criteria listed in this RFA, IESC staff will submit the application to the selection committee for evaluation against the merit review criteria outlined below in this section. Based on this review, the selection committee will either approve, request further clarification or revisions, or reject the application. The recommendation or approval of an application by the selection committee in accordance with the established procedures does not guarantee an award. All Applicants must demonstrate that they possess, or can obtain, the necessary management competence to practice mutually agreed upon methods of accountability for funds and other assets provided.

The Program will provide the Applicant with a pre-award risk assessment to determine whether the Applicant has the necessary organizational experience, accounting, and operational controls in place; or, whether specific conditions will need to be included in the grant agreement. Additionally, as required by 22 CFR 216, the Program will evaluate the potential environmental impacts of all proposed grant activities prior to award. Upon successful completion of these stages, the application will be submitted to USAID for final review and approval. If both the Program and USAID approve, the award will move into the final stage, where, the award will be finalized, and a post award management plan will be created for each grant to ensure that the award recipient will fulfill its requirements and receive the agreed upon assistance. All awards will be monitored on an ongoing basis and evaluated upon the grant award's conclusion. While some applications will be rejected outright, some Applicants presenting a valuable or desirable concept but lacking sufficient information for award may be asked to provide additional information. In some cases, the Applicant might be invited to make a presentation of the application in order to answer potential questions and clarify goals. Unsuccessful applications can request feedback intended to provide guidance on how to improve the application for future consideration.



As noted above, the evaluation process, negotiation, USAID approval, and finalization take an estimated 70 working days from the day the RFA is closed. Consequently, plan your activity accordingly.

If the Applicant’s total average score is less than 70% of the maximum points, the Grants Evaluation Committee will automatically reject the application.

Merit Review Category	Maximum Points Possible
Feasibility of Design and Approach	30
Impact on Target Group	20
Management and Programmatic Capacity	15
Sustainability/Financial Self-Reliance	15
Past Performance and Organizational Capacity	10
Cost Reasonableness	10
Overall Rating (out of 100 points)	100

These merit review criteria elements are described more fully below.

A. Feasibility of Design and Approach. The quality and feasibility of the application in terms of the appropriateness of the proposed methodology, innovativeness of the concept, and the work plan for achieving the Program’s objectives to offer significant impacts on sustainable engagement of the private sector in the workforce development system, meeting labor market demand on skilled workforce and facilitating high-value employment, demonstrated interest of the private sector in sustainable and long-run engagement, and quantified demand of the private sector on skilled labor on the sector level. How the proposed practice or engagement model will improve skills of graduates to meet employer needs. Innovativeness and relevance of proposed practices/models to engage private sector in skills development and job placement. Potential of proposed practice/model to be replicated, and/or benefit the sector. Proposed mechanisms for monitoring and evaluation with objectively measurable indicators will also be appraised.

B. Impact on Target Group. The extent to which the proposed activity corresponds to the needs of the employers and students and will directly benefit them. Also, the degree to which it will directly or indirectly stimulate other organizations, such as other employers, private sector bodies, or education institutions, to replicate , develop, or implement activities supporting the objectives of the Program. Projected growth of high-value employment opportunities for which the skills training is designed. Value of employment opportunities for which the skills training is designed.

C. Management and Programmatic Capacity. Evidence of the capability to undertake and accomplish the proposed activities. Appraisal will be based principally on reference checks by the Program; the background, qualifications, reputation, appropriateness and skills of its key personnel; and the “track record,” reputation, and achievements (including development of self-sufficient, sustainable activities) of the organization involved.

D. Sustainability/Financial Self-Reliance. The extent to which the funded activity will result in building and strengthening the capacity of grantee(s) and target groups and whether the activity itself is



sustainable or will become sustainable by completion of the given grant project or as a result of upscaling. Solid evidence of sustainability must be presented.

E. Past Performance and Organizational Capacity. Previous or ongoing experience implementing similar activities and/or work experience and positioning in the sector. This examines an Applicant's track record, which is an important factor in assessing the capacity of the Applicant to implement the activity. Extent of current employment opportunities for high-value employment for which the skills training is designed.

F. Cost Reasonableness. The degree to which budgeting is clear and reasonable and reflects best use of organizational and grant resources.

E. ELIGIBILITY

E.1 Recipients

Applicants must be registered in Georgia, formally constituted, recognized by and in good standing with appropriate Georgian authorities, and compliant with all applicable civil and fiscal regulations. Eligible grant recipients include private companies, business associations, public or private technical and vocational education training (TVET) colleges and universities, professional associations, and NGOs registered in Georgia and their partnerships. The Program will not provide grants to partner government entities, except to public colleges and public universities.

- Applicants may only submit one application under this RFA, where the applicant is the leading organization; however, the applicant may be represented on other applications as a partnered service provider.
- All Applicants must have established linkages to the beneficiary group(s) identified in the scope of work, which is reflected by the incorporation of local views in the proposal.
- Faith-based and community groups will receive equal opportunity for funding in accordance with the mandated guidelines laid out in this RFA, except for faith-based organizations whose objectives are for discriminatory and religious purposes, and whose main objective of the grant is of a religious nature.
- Applicants must be able to demonstrate strong capacity and interest for sustainable engagement or successful past performance in implementation of integrated development programs related to the Program's goals and objectives as described in this RFA.
- Applicants must display sound management in the form of financial, administrative, and technical policies and procedures and present a system of internal controls that safeguard assets; protect against fraud, waste, and abuse; and support the achievement of the Program's goals and objectives. The Program will assess this capability prior to awarding a grant.
- Applicants must sign the following required certifications prior to receiving a grant. The Program will provide the certifications once an application is selected for a grant and review them with Applicants.



- Prohibition on Assistance to Drug Traffickers for Covered Countries and Individuals
- Certification Regarding Terrorist Financing
- Recipient Certification of Compliance
- Survey on Ensuring Equal Opportunity for Applicants (Completion of survey is voluntary)
- For any grant(s) resulting from this solicitation that is other than in-kind and equivalent to \$25,000 USD or more, grantees will be required to obtain a Dun and Bradstreet Data Universal Numbering System (DUNS). If the Applicant already has a DUNS number it should be included in their application. Otherwise, Applicants will be expected to get a DUNS number before an award is made. DUNS numbers can be obtained online at <https://fedgov.dnb.com/webform/displayHomePage.do>
- Eligible organizations must not appear on the following exclusionary and security lists:
 - The Excluded Parties List at <https://sam.gov/content/home>
 - The U.S. Treasury “Specially Designated Nationals and Blocked Persons” at <http://www.treasury.gov/resource-center/sanctions/SDN-List/Pages/default.aspx>
 - The United Nations Security designation list at <https://www.un.org/securitycouncil/content/un-sc-consolidated-list>
- Successful Grantees will follow the marking and branding plan of the Program, which will be annexed to the grant agreement.
- All applications must ensure environmental soundness and compliance in design and implementation as required by 22 CFR 216.

E.2 Eligible Activities

Grant activities funded by the Program will meet the following general criteria:

- Grants supported by the Program must promote the activity objectives set forth in this Request for Application. The proposed activities may be the sole or primary work of an organization, or a special dimension or function of an organization largely dedicated to other projects.
- Eligible grant expenditures include improving teaching infrastructure; technical assistance and other costs related to the development/improvement of curricula; costs related to acquiring and maintaining international certifications; training of instructors; implementing innovative practices/models associated with the Program’s objectives; monitoring student outcomes; or other topics noted in this RFA.
- Grants will cover only necessary and allowable costs linked to the execution of the activity such as staff salaries, consultant fees, training, meetings and seminars, publications, purchase and/or rental of equipment, office and travel expenses, and other direct costs. The specific costs to be funded under the Program must conform to the USAID guidelines for funding activities.
- Should it be deemed necessary by the Environmental Review Checklist (ERC), grants will also cover costs associated with mitigating the environmental impact of grant activities. These mitigation measures should clearly outline associated resource needs.
- Activities can only begin upon signature of the agreement between the Applicant and IESC. Costs incurred before execution of the agreement (including signed certifications and assurances) will not be reimbursed unless agreed upon in writing.



- The activities to be implemented under grants will ensure that women and vulnerable groups are equal partners and beneficiaries in economic development.

E.3 Cost-Share Eligibility

To be eligible for a grant award the Applicants must contribute through cost-share. The total value of the cost-sharing (contributions from the grantee) to this activity by the Applicant must be a minimum 20% of the total requested investment, with a required 10% in cash contributing to the 20% cost-share minimum. Further information on what contributions are considered cost-share is included below in section E.3.

All costs shared by the Applicant (both financial and in-kind) must meet all the following criteria:

- Be verifiable in the Applicant records
- Necessary and reasonable for proper and efficient accomplishment of grant activity objectives
- Allowable under the applicable USAID regulations
- Must not be included as cost share contributions for any other U.S. Government–assisted program
- Must not be paid by the U.S. Government under another grant or agreement

E.4 Ineligible Activities and Unallowable Costs

All grant costs must be reasonable, allowable, and directly related to the grant award. Grant funds cannot be used for the following:

- Construction activities (without prior approval by the Program)
- Private ceremonies, parties, celebrations, or "representation" expenses
- Purchases of restricted goods, such as certain agricultural commodities, motor vehicles (including motorcycles), pharmaceuticals and contraceptive items, pesticides, used equipment, U.S. government excess property and fertilizers without the prior approval by the USAID Contracting Officer
- Prohibited goods under USAID regulations, including but not limited to military and surveillance equipment, police or law enforcement equipment, abortion equipment and services, weather modification equipment, luxury goods, and gambling equipment
- Purchases of goods or services restricted or prohibited under the prevailing USAID source/nationality regulations and relevant Standard Provisions; or from countries or suppliers as may be identified by USAID's consolidated list of debarred, suspended, or ineligible subcontractors at <https://sam.gov/content/home>
- Any purchases or activities deemed unnecessary to accomplish grant purposes as determined by IESC
- Previous obligations and/or bad debts
- Fines and/or penalties
- Creation of endowments
- Other costs unallowable under USAID and/or federal regulations, such as alcoholic beverages
- An organization may opt for a flat 10% de minimis indirect rate on Modified Total Direct Costs. Indirect costs are never allowed under simplified grants



F. AUTHORITY/GOVERNING REGULATIONS

The Program grants to non-U.S. organizations adhere to federal guidance provided under 2 CFR 200 “Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards” as detailed in the USAID Mandatory and Standard Provisions.

Full text of this regulation can be found at <https://www.ecfr.gov/current/title-2/subtitle-A/chapter-II/part-200>. The Program is required to ensure that all organizations receiving USAID grant funds comply with the guidance found in these circulars, as applicable to the respective terms and conditions of their grant awards.

Issuance of this RFA and assistance with application development do not constitute an award or commitment on the part of the Program, nor does it commit the Program to pay for costs incurred in the preparation and submission of an application. Further, Program reserves the right to accept or reject any or all applications received.

During the application review and implementation process of grants, the Program reserves the right to investigate an application or ongoing grant due to any real or perceived conflict of interest. In the event that the project determines that a conflict of interest exists, the Program may disqualify an application or terminate a grant.

ANNEXES

- Annex 1 – Technical Application Form
- Annex 2 – Grant Application Budget Forms
- Annex 3 – Pre-award Risk Questionnaire
- Annex 4 – Indicator List