

FY2025 Jobs Plus NOFO



Presenters:

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Agenda

- ❑ NOFO & Due Date, Award Info
- ❑ Eligible Applicants
- ❑ Program Description - Goals and Objectives
- ❑ Jobs Plus Model
- ❑ Program History - Changes from Previous NOFO
FY2025 Jobs Plus NOFO/Application Contents
- ❑ Review and Selection Process
 - Today's webcast will not go over the basics of Grant Applications
 - How to register for and use Grants.gov
 - DUNS/SAM.gov
 - Section VI. Submission Requirements and Deadlines, provides further information about submission requirements



NOFO & Due Date

- FY2025 Jobs Plus Notice of Funding Opportunity (NOFO) posted August 12, 2025.
- NOFO provides info on program & applying
 - Download NOFO/package on Grants.gov (search “Jobs Plus”). NOFO is [posted to grants.gov \(new simpler search\)](#)
 - ❖ **Be sure to read Appendix II!** Your AMP(s) might be in the list of eligible sites.
 - ❖ **Applications are due Monday, October 27, 2025, 11:59:59 PM Eastern Time.**
 - Late applications will not be accepted
- Read Section VI. Submission Requirements and Deadlines for further information
- **Alert!** NOFO template/structure has changed for FY25!



Available Funds & Awards

- \$21.6M is available for FY25 award
 - Includes \$15 million of Fiscal Year (FY) 2025 funding and approximately \$6.6 million of remaining FY24 funding
- Approximately 12 awards anticipated
- December 2025 anticipated awards

Grant Size / Funding Amount

Non-elderly Households	Maximum Funding
100 - 199	\$ 1,600,000
200 - 399	\$ 2,300,000
400 - 599	\$ 3,000,000
600+	\$ 3,700,000

- Project sizes and maximum grant amounts are based on the number of non-elderly households in the targeted AMP (**see Section I.2.Funding Details**).
 - *Review this section closely so to ensure that you are requesting the maximum the project is eligible for.*
- In calculating grant request, please consider the information in **Section II.A.3.Program Specific Requirements**



Jobs Plus FY25 NOFO

Eligible Applicants



Eligible Applicants

- *Criteria for Eligible Public Housing Projects*

For further information on the application eligibility, see **Section II.A.2.Restrictions**

- **Eligible Applicants and Eligible Public Housing Projects.** Applicants that do not demonstrate compliance with the requirements in **Section II.A.2. c., Eligible Applicants - Program Specific Details** will not receive further consideration for funding.
 - Applicants are committing to serve all public housing project(s) and public housing residents covered by the AMP number that the applicant indicates it is targeting in the Jobs Plus application.
- **PHAs that have **already received** a Jobs Plus grants may apply for funding under this NOFO;** however, AMPs (target sites) previously funded through a prior Jobs Plus grant may not be the target of a fiscal year (FY) 2025 Jobs Plus application.
- Federally recognized tribes and tribally designated housing entities are not eligible applicants for this NOFO.

[See slide #75 for additional details on Eligibility Criteria](#)



Criteria for Eligible Public Housing Projects - Size and Unemployment.

- **Size**: Minimum project size of 100 households where at least one resident in each of the households is non-elderly (less than age 65).
- **Unemployment**: At least 40 percent of the households (excluding households consisting only of elderly residents) that report no earned income in PIC.
- **Appendix II** (*formerly “Appendix B”*): A list of public housing projects (AMPs) that meet the size and unemployment criteria is provided in Appendix II. of this NOFO.
- If the PHA is **not listed in Appendix II**, refer to Section II. A.4.Criteria for Eligible Public Housing Projects, paragraph 4 Process for request for Review of Eligibility.

For further information on size and unemployment requirements, see FY 25 NOFO,
Section II.A.4.b.Size and Unemployment.



Request for Review of Eligibility (if not on Appendix II)

- Project is **already listed on Appendix II**;
OR
- PHAs with projects not listed on Appendix II
 - Applicants whose public housing projects (AMPs) are not included in Appendix B **can be combined to meet eligibility requirements**. Applicants must first submit a Request for Review of Eligibility of their target public housing projects (AMPs) to determine eligibility.
 - PHAs may propose to combine two or more public housing projects (AMPs). Public housing projects must meet the criteria for eligible projects, subject to these conditions:
 - Parts of public housing projects (AMPs) cannot be combined. Only entire public housing projects (AMPs) may be combined.
 - The combined public housing projects (AMPs) must meet the criteria for size.
 - The combined public housing projects (AMPs) must meet the criteria for unemployment.

See slide #88 for additional details on Appendices I. & II.



Request for Review of Eligibility (continued)

- Before submitting application, applicants whose projects are not on Appendix II but who believe a combination of projects will meet eligibility requirements, may submit a Request for Review of Eligibility of their target projects.
- Send request to JobsPlus@hud.gov
- Must contain the project name(s) and project numbers(s) that are proposed to be combined
- HUD will review the Request using the same query of PIC data (from 6/30/2025) on the proposed combined projects to determine if the proposed projects meet conditions 1-3 listed above.
- HUD response will be an eligibility approval, eligibility disapproval, or a request for more information.
- All initial Requests for Review of Eligibility must be received no later than 20 calendar days prior to **October 7, 2025**, application due date (**by October 27th**).

Cost Sharing and Matching

- You are required to have **firmly committed match contribution equivalent to at least 25 percent (%) of the total grant amount requested (as of the application date)**.
- Your local match may be provided as a cash or in-kind donation.
- Your match must align with the Jobs Plus program goals and address the unique resident needs specific to target AMP(s)/ development/site(s).
- You must identify and explain which Jobs Plus goal (**Section III. B. Goals and Objectives**) and/or resident need (**Section V. B.1 Rating Factor 2 Need**) is supported by the local partner match.

For further information on size and unemployment requirements, see FY25 NOFO, **Section II.B. Cost Sharing**.



Cost Sharing and Matching - **Required Partnerships**

- Applicants are expected to work with local partners to improve the program participants' access to employment training/ skill building and direct hire job placements.
- At minimum, the match commitments **must include at least three (3) of the following workforce supports:**
 - Workforce Development Boards (WDB) and American Job Center(s) (**this is a mandatory partnership**)
 - Workforce Innovation and Opportunity Act (WIOA) workforce program(s) partner
 - Community college/university and/or accredited Vocational Training Institution
 - Transportation provider(s)
 - Childcare provider(s)
 - Employment partners (local businesses or area chamber of commerce committed to hiring/placing program participants)

For further information see FY25 NOFO, **Section II. B. Cost Sharing or Matching**



Program Description

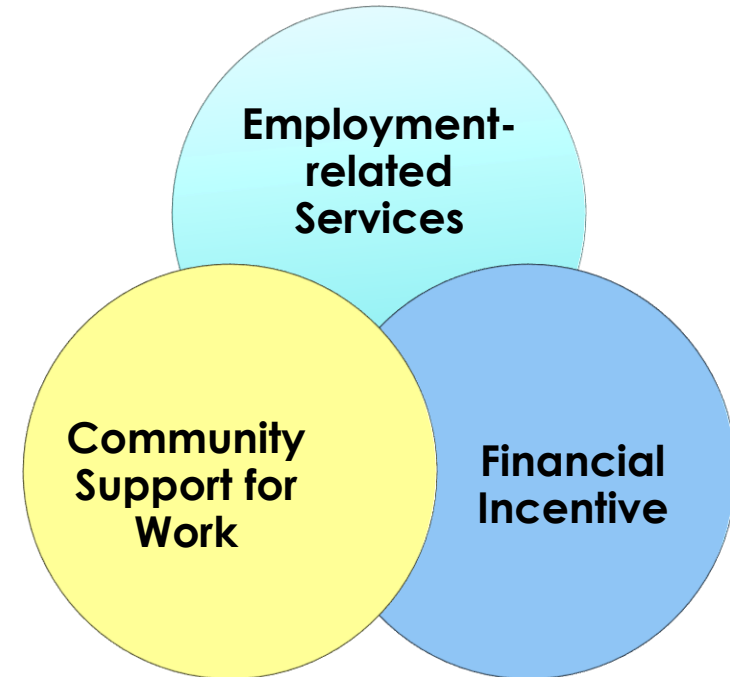
Jobs Plus Model



Jobs Plus Model

The JP Program model relies on the intersectionality of **3 core components**:

- **Employment-related services:** Grantees offer employment-related services to residents with a range of employment needs. Services reduce barriers to employment.
- **Financial/rent incentive:** Residents enrolled in JP Rent Incentive will be granted a 100 percent earned income disregard that will remain in place for up to 48 months (or until grant end, whichever is sooner).
- **Community Support for Work:** Grantees market JP services and financial incentive to *all* targeted residents in a development. The goal is to *saturate* communities with work-related messages and to create a culture of work.
- **All 3 parts needed to = JP model**



Note: Jobs Plus is a place-based program that promotes economic self-reliance for working participants (For further information see FY25 NOFO, **Section III. A. Program Description.**)



Who Jobs Plus Serves

- Target population for Jobs Plus are **public housing** residents who are “**workforce adults**” – people age **18 up to 64 (less than 65)** who are mentally and physically able to become employed.
- PHA's are expected to contact 100 percent (%) of all adults (ages 18 – 64) within the first year, to inform them about the Jobs Plus program.
- **Key categories/definitions of JP beneficiaries:**
 - **Jobs Plus Eligible**. Any public housing resident of the target public housing project is eligible for Jobs Plus.
 - **Jobs Plus Participant**. A public housing resident of the target public housing project who has **completed an assessment** for the program.

Note: Although, the program focus is workforce adults ages 18 to 64, adults over the age of 64 must be permitted to benefit from the employment services and enroll in the JP rent incentive.



Goals and Objectives

The following are the minimum goals expected of each grant program by the end of the four-year grant cycle (see **Section III. B. Goals and Objectives**):

Numeric Goals	Minimum goal required by HUD by end of Year 4
1. Percent of individuals enrolled in the Jobs Plus rent incentive	80% of workforce adults in the project
2. Percent of Individuals engaged with the Jobs Plus program as measured by the number of individuals completing an assessment at intake	75% of workforce adults in the project
3. Percent of individuals provided with one or more post-assessment services	60% of workforce adults in the project
4. Employment rate of workforce adults	110% increase in the baseline employment rate for all work-able adults within AMP(s)
5. Average yearly earnings of workforce adults	115% increase in the baseline average earnings for all work-able adults within the AMP(s)
6. Percent of assessed residents continuously employed for at least 180 days	25% of assessed residents

Jobs Plus Model

Employment Related Services

Jobs Plus Model - Employment-Related Services

- The comprehensive nature of the Jobs Plus program requires that PHA's establish partnerships with critical employment readiness partners.
- Employment related services must be provided in accordance with **Section II.3.m. Eligible Activities and Costs.**

Employment-Related Services

Services that can be provided

- Program services provided *on-site and/or virtually* should include, but need not be limited to, the following:
 - Job development and placement services;
 - Entrepreneurship workshops
 - Paid on the job training;
 - Job counseling, career counseling, career coaching;
 - Job search and resume writing skills;
 - Short-term assistance with services/items needed for employment, GED, or certificate programs, such as:
 - transportation assistance,
 - childcare,
 - relevant books, training materials,
 - uniforms, work-related clothing/uniform, interview clothing,
 - Licensing test fees, work-related tools/equipment, job-related health testing (e.g., tuberculosis test, drug testing, state-issued picture ID, or other hiring pre-requisites);

[See slide #81 for additional details on employment services](#)



Jobs Plus Model

Financial/Rent Incentive

Jobs Plus Model – Jobs Plus Rent Incentive

Reference **Section III. 2. Financial/Rent Incentive** for further information the implementing the JP rent incentive.

- You are required to implement the Jobs Plus financial/rent incentive and make it available for all the on-lease adults in the target development/ project.
- **Budget – BLI 9210.** You may use Jobs Plus grant funds (should be shown in program budget) to cover the cost of the Jobs Plus rent incentive.
- **New! Jobs Plus Rent Incentive Changes.** The **JP rent incentive for fiscal year 2025 is different from the Jobs Plus Earned Income Disregard (JPEID)** structure used in association with prior FY Jobs Plus grants.

Jobs Plus Rent Incentive

(continued Part -1)

- **Resident Choice.** Residents must be able to choose whether they want to enroll in the JP rent incentive. **Auto-enrollment is not allowed.**
 - The only requirement you can impose to qualify for the rent incentive is that residents must be on the lease to enroll in JP rent incentive.
 - All on-lease adults in the Jobs Plus project are eligible to enroll in the JP rent incentive benefit, even if they do not actively participate in other Jobs Plus activities.

- **For applicants with RAD,** additional program requirements apply (see **Section III.A.6. RAD conversions and JP Rent Incentive.**)
 - In the case of a RAD conversion, Notice H 2025-01/PIH 2025-03 (HA) - RAD Supplemental Guidance 4C (or successor notice) states that any Jobs Plus program at a target project(s) is permitted to enroll residents in Jobs Plus services and in the Jobs Plus financial/rent incentive before and after RAD conversion.

Jobs Plus Rent Incentive

(continued Part - 2)

SIMILAR TO EID, but MODIFIED:

- **No phase down (no 50%/100%).** Residents who previously used up some or all of their lifetime EID eligibility are eligible to receive the full term of the JP rent incentive benefit.
- **JP Rent Incentive.** Excludes from Family Rent calculation 100% of a participating resident's incremental earned income for a period of up to 48 months, beginning on the date on which a public housing resident enrolls in the JP rent incentive, and ending in 48 months or at the end of the grant period, whichever is sooner ([in accordance with Federal Register 90:154 \(August 13, 2025\) p. 38985](#)).
- The JP rent incentive is not a rent freeze. The term “rent freeze” should not be used in describing the rent incentive. Unearned income including child support, benefits, TANF, SSI, disability etc. may cause the residents rent to increase. It is critically important that PHA staff, partners and residents understand and communicate this.

Jobs Plus Model

Community Support for Work



Jobs Plus Model – Community Support for Work (CSW)

Reference **Section III. 3. Community Support for Work**, for further information the implementing the JP rent incentive.

- Community Support for Work (CSW) is a core component of the Jobs Plus program, reflecting the goal of building a caring and cohesive community network that supports advancing economic self-reliance.
- Your Jobs Plus program **must include hiring residents** as Community Coaches to lead the following CSW efforts:
 - Coaches are responsible for fostering community cohesion and developing peer networks that support their neighbors' employment and career goals.
 - Coaches should help shape the JP program activities and outreach efforts based on their intimate knowledge of the needs and strengths of the community.
 - Coaches should be empowered to collect resident feedback about the program and serve as the voice of the residents in governance meetings.
- CSW strategy should include multiple intentional and complementary steps to develop resident/peer-to-peer employment support falling into two main categories:
 - Energizing existing community assets to build a self-sufficient community; and
 - Informal and non-traditional activities that support residents' progress toward economic self-sufficiency.



Program History

Changes from Previous NOFO

FY2025 Changes from Previous NOFO

Changes FY23-24 vs. FY25 NOFO

- Substantial Change in Rating Factor **weighted points**.

Criterion	Point Distribution
Rating Factor 1 - Capacity	12 points
Rating Factor 2 - Need	18 points
Rating Factor 3 - Soundness of Approach	60 points
Rating Factor 4 - Match/ Leverage	10 points
Rating Factor 5 - Preference Points	2 points
Total	104 points

- Substantial change in Rating Factors **maximum page limit**.

Criterion	Max Page Limit
Rating Factor 1 - Capacity	4
Rating Factor 2 - Need	5
Rating Factor 3 - Soundness of Approach	20
Rating Factor 4 - Match/ Leverage	No limit
Rating Factor 5 - Preference Points	No limit
Total maximum number of pages	29

FY2025 Changes from Previous NOFO

(continued – part 1)

Section II. A.2.c. Eligibility Applicants

- **New!** NOFO has been revised to comply with HOTMA, which eliminated the public housing Earned Income Disregard and meant a new Jobs Plus rent incentive structure is needed for FY 2025 Jobs Plus grantees.
 - **Section III.A.2. Financial/Rent Incentive** – Jobs Plus Earned Income outlines HUD’s intent to provide a new rent incentive structure via a [Federal Register notice](#) and other resources. This applies to FY 2025 grants and not prior Jobs Plus grants.
- PHAs that have already received a Jobs Plus grants may apply for funding under this NOFO; **however, AMPs (target sites) previously funded through a prior Jobs Plus grant may not be the target of a fiscal year (FY) 2025 Jobs Plus application.** Federally recognized tribes and tribally designated housing entities are not eligible applicants for this NOFO.

Section II.A.3. Program Specific Requirements

- **Paragraph g. Outreach Requirement.** Added-in language to clarify and confirm that grantees are expected to contact 100% of eligible adults within the first year.
- **Paragraph I. Time Periods for Implementation.** The work-plan due date has been extended to 90 days from grant implementation start date (originally 60).



FY2025 Changes from Previous NOFO

(continued – part 2)

Section II.A.3. Program Specific Requirements

○ Paragraph m. Eligible Activities and Costs.

- Added-in language to make the distinction that this grant should not pay for PHA owned property/space and this is not an eligible expense.
- Added-in language to emphasize that leasing or rental of private (non-PHA owned) property space and related utilities is considered an administrative cost and is an eligible expense.

○ Paragraph o. Repositioning.

- Added a requirement for Grantees to inform HUD of any repositioning activities

○ Paragraph p. Rental Assistance Demonstration (RAD).

- Added clarification that any Jobs Plus program at a target project(s) is permitted to enroll residents in Jobs Plus services and in the Jobs Plus financial/rent incentive before and after RAD conversion.
- Public Housing Residents and Section 8 Residents (PBV or PBRA) at the target public housing project, where there is a RAD conversion, can be served by the full Jobs Plus program including the JP rent incentive for the full term of the grant.

FY2025 Changes from Previous NOFO

(continued – part 3)

○ **Section II.A. 4. Criteria for Eligible Public Housing Project.**

- Removed the requirement for AMPs/projects to be within a **2-mile radius** of the Jobs Plus center.

○ **Section II. B. Cost Sharing or Matching.**

- Added additional requirements for partner match letters to directly align match commitments to the Jobs Plus four (4) year goals and/or barriers identified in the resident needs survey.
- Applicants must identify and explain which Jobs Plus goal (Section III.B.3. Other Program Goals) and/or resident need (Section V. Rating Factor 2.A Resident Need) is supported by the local partner match.

FY2025 Changes from Previous NOFO

(continued – part 4)

○ **Section V. Rating Factor 2 – Need**

- **Increased the point total** for this rating factor to 18 (originally 8)
- This section emphasizes making ongoing adjustments to service delivery based on the evolving employment needs and incorporating participant feedback about the quality of services.
- **Removed the Local Employment Market requirement** (originally 1 point was assigned to this rating factor)
 - While understanding the local employment market is important, the focus will be more on how well the applicants and their match partners will be able to respond to the unique employment needs that are specific to the target site(s).
 - Note: Rating Factor 2 Need, A. 1., allows for inclusion of supplemental information (outside of PIC) that can be used to determine the employment needs of the target site(s).

FY2025 Changes from Previous NOFO

(continued – part 5)

○ Section II.A. 4. Criteria for Eligible Public Housing Project.

- Removed the requirement for AMPs/projects to be within a **2-mile radius** of the Jobs Plus center.

○ Section II. B. Cost Sharing or Matching.

- Added additional requirements for partner match letters to directly align match commitments to the Jobs Plus four (4) year goals and/or barriers identified in the resident needs survey.
- Applicants must identify and explain which Jobs Plus goal (Section III.B.3. Other Program Goals) and/or resident need (Section V. Rating Factor 2.A Resident Need) is supported by the local partner match.



FY2025 Changes from Previous NOFO

(continued – part 6)

- **New! Rating Factor 4 – Match/Leverage**

- Added additional requirements for partner match letters to include at least three (3) of the following critical employment partners.

- **Critical Employment Partners.**

- Workforce Development Boards (WDB) and American Job Center(s)
- Community College/University and/or accredited Vocational Training Institution
- Transportation provider (s)
- Childcare provider (s)

FY2025 Changes from Previous NOFO

(continued – part 7)

○ **Section VII. D. Reporting**

- The annual report requirement has been removed and replaced with a requirement to track annual outcomes and adjustments made to the work-plan over time.

○ **Focusing on program improvement over time.**

- The annual workplan will focus on tracking program improvement over time.
- Grantees are required to show changes to strategies and/or partners and how those adjustments positively impact progress towards achieving the Jobs Plus four (4) year goals.

Application Contents & Format

Jobs Plus Initiative

Section IV. Applications Contents and Format

- Narrative page limits assume 12-point Time New Roman font, double-spaced with one-inch margins
- Ensure Completeness! Read carefully and make sure you include requested documents.
- Otherwise, your grant application may not pass eligibility/ threshold or may receive fewer points.
- **Page limits**: 29 pages is the total maximum length of all narratives.
 - Executive Summary – no page limit
 - Rating Factor 1 Capacity– not to exceed **4 pages**
Rating Factor 2 Need – not to exceed **5 pages**
Rating Factor 3 Soundness – not to exceed **20 pages**
 - Rating Factor 4 - Match/ Leverage - No limit
 - Rating Factor 5 - Preference Points - No limit
 - Map with narrative – No limit

Narratives and attachments

Narratives and attachments must accompany your application and follow the formatting and page limit guidelines (see **Section IV. C. Narratives and Other Attachments**):

- Executive Summary
- Rating Factor 1 Narrative – Capacity;
- Rating Factor 2 Narrative – Need;
- Rating Factor 3 Narrative – Soundness of Approach;
- Organizational chart;
- Map with narrative;
- MOU between PHA and WDB (signed);
- Program Schedule;
- Detailed Program Budget;
- Jobs Plus Summary Budget (HUD 50144);
- Budget Narrative;
- Match Commitment Letters and Match Commitment Chart;
- Preference Points documentation

Application Review Information

Eligibility and Threshold Review



Eligibility and Threshold Review

Section V. Application Review Information

- Applications that **do not meet the eligibility** and threshold requirements **are not rated or ranked** and will not receive HUD funding.
- Eligible Applicants and Eligible Public Housing Projects. Applicants that do not demonstrate compliance with the requirements in **Section II.A.2. c., Eligible Applicants - Program Specific Details** will not receive further consideration for funding.
- For further information on program specific threshold eligibility requirements, reference **Section V.A.4., Other Threshold Eligibility Requirements**.

Eligibility and Threshold Review – (continued)

Memorandum of Understanding (MOU).

Reference **Section V. 4. Other Threshold Eligibility Requirements** for further information the requirements for the Memorandum of Understanding (MOU).

- Applicants must establish and maintain a working relationship with the local **Workforce Development Board (WDB)** and/or local **American Job Center (AJC)**. **Reminder - This is a statutory requirement of the Jobs Plus program.**
- To meet the threshold requirement, the applicant must submit documentation of this relationship in the form of an MOU between the PHA and the local Workforce Development Board/American Job Center.
- **MOU must:**
 - Identify **roles & responsibilities** of signatory agencies as it pertains to the program and how the Workforce Innovation and Opportunity Act (WIOA) funds will be used to support JP at targeted project.
 - The MOU must have been **signed by all parties** between the date of publication of this NOFO and the application due date.
 - **If there is an MOU already in place, the parties must execute an Addendum** that specifically references the Jobs Plus Program for Fiscal Year 2025, reflects the criteria of this paragraph, and meets the date requirements above. Please provide the existing MOU **and addendum** in your application.

Threshold Review - Match

- Applicants must demonstrate the minimum match through the attachment of detailed match commitment letters as described in **Section II.B. Cost Sharing and Match.**
- All applicants are required to have in place a firmly committed match contribution equivalent to at least **25% of total grant amount requested.**
 - May be cash or in-kind donation
 - All agencies providing match must have provided a detailed letter on letterhead signed by a person authorized to make the commitment
- Read very carefully Section III.C for details on match/leverage and its documentation

Merit Review

Rating Factors



Merit Review – Program Specific Application Screening

Reference Section V. B. Merit Review for further information on application screening, rating and ranking.

- HUD will screen each application to determine if the eligibility criteria in Section II are met (including screening for technical deficiencies, if applicable).
 - **If any eligibility criteria are not met**, the application will be deemed ineligible and will not receive further review.
 - **If all eligibility criteria are met**, then HUD will screen the application to determine if it meets the other threshold criteria listed in Section II. (including screening for technical deficiencies, if applicable)

- **Applications that will not be rated or ranked.** HUD will not rate or rank applications that are deficient at the end of the cure period or that have not met the Threshold Requirements described in Section {insert citation} of this NOFO. Such applications will not be eligible for funding.

- **Section V.D. Selection Process**, describes the Selection Process



Rating Factors (RF)– General

Criterion	Total number of points = 104
Rating Factor 1 - Capacity	12 points
Rating Factor 2 - Need	18 points
Rating Factor 3 - Soundness of Approach	60 points
Rating Factor 4 - Match/ Leverage	10 points
Rating Factor 5 - Preference Points	2 points
Total	104 points

- Each RF includes criteria for earning Higher points, vs. Fewer points.
- The terms "**describe**" and "**demonstrate**" is used throughout RFs. This does not mean to just restate the rating factor language. Rather, it means applicants need to **describe in their own words** their response to the particular criteria.
- **Pay attention to Page Limits!**

Rating Factor 1 – Capacity

Capacity to Operate a Place-Based, Community-Focused Program
(Max - 12 points)

Point Distribution

- Demonstrated ability to meet the program goals of a Place-Based, Community-Focused Program (**6 max points**)
- Experience Partnering with Residents (**up to 6 points**)

Key Points of Emphasis

- HUD will evaluate the extent to which the applicant demonstrates past performance and the organizational resources necessary to successfully implement the proposed activities in accordance with the proposed Program Schedule.
- HUD's evaluation of the applicant's capacity may include a capacity and past performance review by local PIH Field Office.
- Do not submit job descriptions or resumes.
- Do not submit Social Security Numbers of any individuals.
- Please note that the Capacity rating factors evaluate and award points based on experience that occurred in the **past, not plans for the future, unless** otherwise noted.



Rating Factor 1- Capacity

(continued)

Past Experience

- Describe your agency's most recent (**within the last 5 years**) experience administering an employment-related grant (e.g. Jobs Plus, YouthBuild, ROSS, etc.) that was specifically designed to **improve employment opportunities** and **increase earned income** for low-income individuals.
- More weight will be awarded to applicants with experience working directly with Workforce Development Board/American Job Centers (WDB/AJC).

Operating Place Based Programming

- Describe how you will ensure that the service coordination location(s) and/or case management services are easily accessible to all residents, including provisions to accommodate and/or transport persons with disabilities and how you will offer employment readiness services to working adults outside of normal business days and hours.
- Applicants may propose multiple locations for program operation but should demonstrate how the proposed plan will meet the 100 percent (%) saturation goal. Describe the
- If you propose to target more than one project/development/site (**see Section II.A.4., Criteria for Eligible Public Housing Projects**), describe how you will ensure the place-based approach of Jobs Plus is realized..

Rating Factors 2 – Need

Understanding Resident Needs and Applying Qualitative Feedback

(Max - 18 points)

Point Distribution

- Understanding Resident Needs and Applying Qualitative Feedback **(10 max points)**
- Other Existing Employment-Related Programming **(8 max points)**

Using Data to Inform Decisions

- Applicants should demonstrate that a resident needs survey and employment services gap analysis was incorporated in the strategies for implementing the JP program and that this work was completed as of the application deadline.
- Describe how data from the residents needs survey and qualitative feedback from local stakeholders have informed the Jobs Plus staffing structure and the implementation strategies proposed in the application.

Needs Assessments/Survey Results

- Applicants should demonstrate that a resident needs survey and employment services gap analysis was incorporated in the strategies for implementing the JP program and that this work was completed as of the application deadline.
- HUD will consider the extent to which the grant application demonstrates that the applicant has done the following:
 - Outlined the results of the resident needs survey. Please provide numbers, percentages, and descriptive information about the employment barriers.
 - Identified the 5 to 10 employment barriers that are unique to the target population.



Rating Factors 2 – Need (continued)

Existing Employment-Related Programming

- Applicants should demonstrate that a resident needs survey and employment services gap analysis was incorporated in the strategies for implementing the JP program and that this work was completed as of the application deadline.
- Applicants should demonstrate how feedback from residents (i.e. needs surveys, focus groups) and the local WDB/AJC is used to identify the gaps in existing employment-related services.

Rating Factors 3 – Soundness of Approach

Understanding Resident Needs and Applying Qualitative Feedback

(Max - 60 points)

Point Distribution

- Team Make-Up, Roles/Responsibilities: **(10 max points)**
- Applying the Jobs Plus Model: **(20 max points)**
- Administering the Jobs Plus Program: **(25 max points)**
- Application Quality & Consistency: **(5 max points)**

Team Make-up, Jobs Plus Staffing Roles/Responsibilities

- Describe the make-up of the Jobs Plus staff that will be responsible for implementing the Jobs Plus grant and explain the role(s) and responsibilities for each JP team member.
 - HUD will consider the extent to which the grant application demonstrates that the applicant has made a firm commitment to hiring the core Jobs Plus staff in accordance with the hiring timeline.
 - For details on the hiring timeline, see **Section V. Rating Factor 3, A. Team Make-up, Roles, and Responsibilities**
- HUD will consider the extent to which the applicant has achievable strategies for maximizing the peer engagement role of the Community Coaches.
 - Capacity building and leadership development for community coaches.
 - Describe how the community coach role will contribute to advancing the Jobs Plus four-year goals.

Rating Factors 3 – Soundness of Approach

Jobs Plus Coordinator Role

- There should be **one full-time person** (Jobs Plus coordinator/director) who has **primary responsibility** for the day-to-day management of the Jobs Plus grant and **spends all of their time doing so.**
- A full-time Jobs Plus staff person is not permitted to also serve the functions of a Resident Opportunities and Self-Sufficiency (ROSS) or Family Self-Sufficiency (FSS) coordinator.
- Jobs Plus grant funds may not be used to pay the salary of a ROSS or FSS coordinator for any ROSS or FSS program.
- HUD will fund no portion of an application that duplicates other funded programs or activities from prior year awards or other selected applicants.
- See 2 CFR part 200.405 for additional information on Allowable Cost requirements.

Rating Factors 3 – Soundness of Approach

(continued – part 1)

Connecting Residents to Employment Services

- Your plan must ensure the case management/coaching workload is manageable based on resident needs and that there is a strategy for ensuring the resident service delivery is seamless, timely, and effective.
- HUD strongly encourages a caseload of 1 case manager/coach to 50 eligible workforce households or less. No points will be awarded for caseloads greater than 1:50 households.
- In your proposed plan describe how you will meet the one hundred percent (100%) saturation goal for resident outreach.

Employment Services & Partner Alignment

- HUD will consider the extent to which the applicant has identified effective strategies for connecting residents to employment-related services.
- HUD will consider the extent to which there is an alignment between the proposed employment-related services and the employment barriers identified in the resident needs survey.
- Identify the JP four-year program goal and resident need (employment barrier) that each service/partner is aligned to support.
- See **Section V.B. Rating Factor 3, B. Applying the Jobs Plus Model, 1. Employment Related Services**, for further information on the required employment readiness partners.



Rating Factors 3 – Soundness of Approach

(continued – part 2)

Jobs Development

- HUD will consider the extent to which the applicant has identified effective job development strategies.
- Describe the strategy for recruiting employers that are willing to hire qualified residents for employment .
- Describe the specific strategies you will use to keep employers engaged and willing to provide career advancement and additional employment opportunities throughout the grant term.
- Describe how you will use this grant opportunity to connect Jobs Plus participants to Section 3 employment opportunities, such as training positions, either within the PHA or with your contractors. Include incentives (if applicable) you will provide for contractors to hire or retain Jobs Plus participant.

Incorporating Qualitative Feedback & Making Adjustments

- HUD will consider the extent to which the proposed plan/ strategies have incorporated the residents' feedback in the design of the Jobs Plus program to include (not limited to) evaluating satisfaction with the quality and availability of existing employment-related services.
- Describe your strategy for ensuring a continued and successful working relationship with the local employment partners (WDB/AJC) to specifically assist the targeted residents.
- Describe how the Job Developer(s) will work directly with the business community to identify and create employment opportunities and act as liaisons with local employment agencies.



Rating Factors 3 – Soundness of Approach

(continued – part 3)

JP Rent Incentive

- HUD will consider the extent to which the applicant demonstrates an effective staffing plan and internal communication (JP staff, property management and finance) protocols for administering, monitoring and reporting back to HUD the rent incentive outcomes.
 - Identify who will be responsible for monitoring the participant enrollments and reporting this to HUD.
 - Identify who will be responsible for monitoring the rent incentive costs and eLOCCS reporting to HUD.
 - Provide the cost projections to include the projected number resident who will have access the JP rent incentive and the total amount of grant funds that will be allocated the rent incentive.
 - Explain how you will ensure a smooth transition for residents exiting the JP rent incentive at the end of the grant term to ensure that residents are able to maintain employment and manage a sudden, sharp increase in rent payments.

Rating Factors 3 – Soundness of Approach

(continued – part 4)

Community Supports for Work

- HUD will consider the extent to which the applicant demonstrates an intentional approach to leadership development and skill building for residents that are willing to lead self-sufficiency initiatives.
 - Explain how the Community Coaches (resident staff) and/or volunteers will be trained and positioned to effectively lead problem-solving groups and/or community forums that engage residents who are least likely to join Jobs Plus and help them to overcome common obstacles to employment.
 - Explain the performance metrics the Community Coaches will be expected to meet as part of their participation in the program.



Rating Factors 3 – Soundness of Approach

(continued – part 5)

Outreach and Engagement

- HUD will consider the extent to which the applicant demonstrates a comprehensive outreach and engagement strategy that ensures one hundred percent (100%) of adults at the target public housing project(s) will be contacted in the first year of implementation.
 - Describe the outreach/engagement strategy for residents with robust challenges such as no work history, low literacy skills, transportation needs, childcare needs, and returning/reentering citizens/formerly incarcerated.
 - How will the applicant and local partners work with each participant to develop and implement an Individual Training and Services Plan (ITSP). Describe how the partner network will work with participants on a continuing basis to strengthen their job skills for career advancement..



Rating Factors 3 – Soundness of Approach

(continued – part 6)

Program Improvements/ Partner Accountability

- HUD will consider the extent to which the applicant demonstrates that the applicant has an accountability structure in place that can quickly identify emerging gaps in employment-related services and adjust the implementation strategies and/or employment-related partners over the course of the entire grant term.
 - Describe how you will monitor the effectiveness of the employment-related partners to ensure your employment partners are accountable for meeting the minimum Jobs Plus program goals and/or addressing the evolving resident needs throughout the grant term.
 - Describe the communication (feedback loop), including process for keeping partners informed of program developments, sharing challenges, and revising strategies when match commitments and/or Jobs Plus program goals are not being met.
 - Describe how will the program communicate the changes to services and/or partners over time.



Rating Factors 3 – Soundness of Approach

(continued part 7)

Data Management

- Specify how you will utilize the program results/outcome data to inform changes to program implementation over-time.
 - Describe how the HUD Jobs Plus quarterly outcome report will be used to inform decisions in “real-time” to improve implementation of the Jobs Plus program.
 - Describe how the quarterly financial reporting will be used to inform adjustments to the four (4) year budget based on the evolving funding needs over time?
- Specify how the JP rent incentive data tracking systems will be used to support meet the Jobs Plus program goals.
 - Who will be responsible for tracking the JP rent incentive?
 - How will the JP rent incentive data be shared/accessed internally between property management and the case managers?

Program Schedule

- Provide a proposed program schedule that includes feasible time frames for accomplishing all implementation activities and start-up activities to ensure you will begin serving participants no later than 6 months after the grant start.
- The schedule should also include the time periods for implementation milestones to include the achieving the Jobs Plus program goals outlined in **Section III.B. Goals and Objectives.**



Rating Factors 3 – Soundness of Approach

(continued – part 8)

Budget & Budget Narrative

- Applicants must submit a completed Jobs Plus Summary Budget Form (HUD-50144), detailing the costs for each BLI category (e.g., salaries, JP rent incentive, supportive services, etc.) on the Summary Budget.
 - Budget information will be evaluated on the extent to which it shows all estimated applicable costs in a clear and coherent format, and the extent to which it supports the plan proposed in your application.
 - Proposal should be financially feasible, as reflected in budget (grant \$ and match)
 - Budget information must be in accordance with Section II.A.3.M. Eligible Activities and Costs, III.D. Unallowable Costs and III. E. Indirect Costs.
- Applicants must submit a narrative (part of the overall Soundness of Approach page limit) describing the budget and summarizing the specific activity costs (listed in the Work Plan), including costs related to:
 - Salaries and benefits
 - Program planning and administration
 - Outside technical assistance
 - All other costs to be paid with grant funds or through match.

Rating Factors 3 – Soundness of Approach

(continued – part 9)

Application Quality, Feasibility and Impact

- To ensure the maximum impact of Jobs Plus grant, the application must be of a high quality and present a plan that is feasible and impactful. a) The information and strategies described in your application should be well organized, coherent, and internally consistent.
 - The information and strategies described in your application should be well organized, coherent, and internally consistent. Your application should provide information consistently within the narratives and attachments, including numbers, statistics and names/organization names in your narratives and attachments.
 - The proposal should be financially feasible, as reflected in the budget including grant and match/leverage resources.
 - The proposal should be impactful, demonstrating the Jobs Plus model and program objectives, as well as a clear connection between the needs identified and the services/strategies proposed to respond to those needs.

Note: Higher points will be awarded for proposal that convey a high level of quality, feasibility and impact as related to the Jobs Plus program. Fewer points will be awarded if the application demonstrates that your proposal will accomplish some of the core goals of the program, have a less significant impact on the targeted project(s), is less likely to succeed, lacks detail, lacks responsiveness to the above criteria, lacks quality, and/or lacks feasibility.



Rating Factors 4 – Match/Leverage

Match/Leverage, both financial and in-kind, is an essential element of Jobs Plus

(Max - 10 points)

- Match/Leverage, both financial and in-kind, is an essential element of Jobs Plus. Jobs Plus grant dollars enable grantees to leverage other local, state and federal resources to catalyze significant change in employment outcomes for public housing residents.
- The match/leverage commitments made should respond to the needs and size of the targeted resident population identified in the application, including Rating Factor 2 Need.
- Applications without the Match Commitment Letters will not meet the 25% match threshold (will not be considered for funding) – and cannot earn points for this factor.
- To receive points under this rating factor, matched resource commitments must directly contribute to the Jobs Plus program and must follow the documentation requirements for **Section II. B. Cost Sharing or Matching.**



Rating Factors 4 – (Continued)

Match/Leverage Chart

- Include a table (“Match Chart”) in your application in the format in NOFO summarizing the match commitments you have secured
- For each entity on Match Chart, application must contain a corresponding Match Commitment Letter containing the information required in **Section II. B. Cost Sharing or Matching.**

Example Match Chart

Goal/Barrier Identified	Partner Name (List key employment readiness partners)	Match/Leverage Amount
Employment Readiness Coordination	Name local WDB/ WIB	List match/leverage amount
Employment Training & Skills Building	Name <u>Workforce Innovation and Opportunity Act</u> (WIOA) Workforce Program(s) partner	
Employment Training & Skills Building	Name Community College, four-year institutions and/or Vocation Training providers	
Transportation	Name Transportation Partner	
Childcare	Name Childcare Partner	
Employment Partners	Name local businesses or area chamber of commerce committed to hiring/placing program participants	

Rating Factors 4 – (Continued)

Match/Leverage Ratio

Point Distribution

- HUD will use ratio of grant funds requested to the dollar value of documented, committed resources leveraged from other sources and will award points in accordance with NOFO table
- **Reminder** - Applications without the required Match Commitment Letters will not meet the 25 percent (%) match threshold and will not be considered for funding.

Match/Leverage Ratio	Points Awarded
101 percent or more of the requested grant amount	4
76 percent to 100 percent of the requested grant amount	3
51 percent to 75 percent of the requested grant amount	2
26 percent to 50 percent of the requested grant amount	1
25 percent or less of the requested grant amount	0

Rating Factors 4 – Match/Leverage

(continued)

Match/leverage letters must contain

- Letterhead of contributing entity
- Written signature (*not typed name*) of authorized individual at contributing agency
- Date of letter that falls between the publication date (**8/12/25**) and **application date of NOFO (10/27/25)**
- Language that shows resource is *firmly committed*. "Firmly committed" means that the funding amount and its dedication *to Jobs Plus* is explicit. Endorsements or general letters of support from organizations or vendors alone will not count as resources and should not be included.
- **Total dollar value of commitment, per year of grant and overall**
- Explanation of how contributed resource relates to success of participants in JP program
- Same letters reviewed for Match compliance will be used for Leverage scoring
- **Same documentation rules apply. READ the rules (Section II. B. Cost Sharing or Matching) carefully!**



Rating Factors 4 – Match/Leverage

(continued – part 1)

Match/leverage letters must explain total value of services

- Calculations must be clear and able to be repeated by reviewers
- Number of participants served must be clearly stated, reasonable, and appropriate for size of development and proposed program
- **For in-kind matches**, detailed calculations showing how total dollar value was derived for each match amount
 - Example – ABC agency is committing 5 slots per year in a computer training program. The match commitment letter must read: 5 slots x \$100 per slot x 4 years = \$2,000....
 - See several examples in NOFO
- **For cash match**, source and type of funds must be clearly stated but calculations are not necessary
- **Applicants proposing to use their own, non-Jobs Plus resources** to provide match must also have a letter of commitment indicating:
 - Whether the resource is cash or in-kind;
 - Source and type of funds (e.g. details re non-Federal source);
 - Value of the match
 - How match will be used

Rating Factors 4 – Match/Leverage

(continued – part 2)

- **Federal sources generally may not** be used as match unless otherwise permitted by that program's authorizing statute.
 - Reference **Section II. B. 5. Ineligible Match Commitments** for further information on match contributions that may not be used to meet the 25% threshold requirement.
- **PHA Operating and Capital Funds may not** be used as a match, but may be used in conjunction with JP grant if used for purposes eligible under JP. Regular **PHA staff time is not eligible for match.**
- State or local government sources may be used as match
- Funds from private contributions may be used as match

Rating Factors 4 – Match/Leverage

(continued – part 3)

Eligible Match Commitments

Reference **Section II. B. Cost Sharing or Match** for further information on program requirements for local. In-kind contributions may include, but are not limited to, items in the following list.

- The WDB/AJC Memorandum of Understanding (MOU) as specified in Section II.B.2. Required Partnerships or **may count towards the 25 percent (%)** threshold requirement instead of a match letter, but the MOU must contain all calculations described above. See Section V.B.1. Rating Factor 4 – Match/Leverage for available points.
- State or local government sources or private contributions may be used as match, subject to the requirements of this section.
- The rental value of a non-public housing building or space in a non-public housing building donated for Jobs Plus purposes.
- Other non-public housing infrastructure for Jobs Plus purposes.
- Time and services contributed by volunteers.
- Staff salaries and benefits of service providers.
- TANF employment services. Existing and newly generated non-cash employment-related services (e.g. job training) provided by TANF agencies may be accepted as a resource for match funding.



Rating Factors 5 – Preference Points

(Max - 4 points)

Point Distribution

- HUD may award four (4) points for qualified activities supporting one or more initiative(s) below. In no case will HUD award more than four preference points.
- This NOFO supports the following policy initiatives
 - HBCU's (2 points)
 - Minority Serving Institutions (2 points)
 - Promise Zones (2 points)
 - Opportunity Zones (2 points)
- Following documentation requirements of **Section V.A.2.Rating Factors**

Risk Review & *Selection Process*

Review and Selection Process

Reference Section V.D.1. Program Specific Application Screening, for additional details on the program specific application screening.

- **Application Screening.**

- HUD will screen each application to determine if the eligibility criteria in Section II. are met (including screening for technical deficiencies, if applicable).
- If any eligibility criteria **are not met**, the application will be deemed ineligible and will not receive further review.
- If all eligibility criteria **are met**, then HUD will screen the application to determine if it meets the other threshold criteria listed in **Section V.A., Threshold Review** (including screening for technical deficiencies, if applicable).

Review and Selection Process

(continued – part 1)

- **Preliminary Rating and Ranking**

- Reviewers will rate each eligible application, based on the rating factors included in this NOFO except for Application Quality, Feasibility, and Impact. Applications will be ranked in score order based on the total score from this stage.
- Applications must earn at least 50 percent (%) of the points in Capacity, Need, and Soundness of Approach to advance.

- **Final Panel Review.** A Final Review Panel will:

- Review the Preliminary Rating and Ranking documentation to ensure any inconsistencies between preliminary reviewers are identified and rectified and to ensure the Preliminary Rating and Ranking documentation accurately reflects the contents of the application;
- Assign a final score to each application and rank them in score order; and
- Recommend the most highly rated applications for selection, subject to the amount of available funding, in accordance with the allocation of funds described in Section II.B., Cost Sharing or Matching.
- HUD may use the results of the risk review to make funding decisions and to apply award conditions.

See slide #85 for additional details on Review and Selection Process



New FR Notice on Jobs Plus Rent Incentive

Federal Register Notice FR-6515-N-01



New FR Notice on Jobs Plus Rent Incentive

- **FR-6515-N-01** Waivers and Alternative Requirements for the Jobs Plus Initiative Program
- Published on August 12, 2025
 - Access published document click [here](#)
 - Access online version [here](#)
- Those interested in the FY2025 Jobs Plus NOFO and possibly applying should read this notice in (addition to the NOFO).
- This **FR-6515-N-01** notice establishes a new rent incentive structure in accordance with the Housing Opportunity Through Modernization Act of 2016 (HOTMA) (approved July 29, 2016), for FY 2025 and future Jobs Plus grants.



New FR Notice on Jobs Plus Rent Incentive - *Background*

- **HOTMA removed the standard public housing Earned Income Disregard (EID)**, which was the foundation for JPEID and the 2015 and 2018 rent incentive notices.
- Section 102(a)(2) of HOTMA eliminated section 3(d) of the Housing Act (42 U.S.C. 1437a(d)), which allowed for the exclusion of earned income increases from annual income calculations for a limited time period for determining rent.
- **Due to the removal of the EID provision**, the Jobs Plus incentive will no longer be applicable for grants in FY2025 and subsequent fiscal years.
- HUD is using the authority granted in the most recent authorization, the Full-Year Continuing Appropriations and Extensions Act, 2025 (Public Law 119-4, approved March 14, 2025), to waive sections 3 and 6 of the Housing Act, as explained in Appendix 2, to establish a new Jobs Plus rent incentive for FY2025 and subsequent FY grants.

[See slide #93 for additional details on FR-6515-N-01](#)



Follow-up Questions?

If you have questions (re the NOFO, FR Notice on rent incentive, JP in general), please email: **JobsPlus@hud.gov**

FAQs will be posted with the NOFO package on Grants.gov - [Here](#)

(search for FR-6900-N-14 or Jobs Plus).

ADDITIONAL INFORMATION FOLLOWS THIS PAGE



FY25 NOFO

Eligibility Criteria

Continued



Criteria for Eligible Public Housing Projects

(continued – part 1)

- **Non-performing PHAs.** Non-performing PHAs may be eligible to participate in Jobs Plus provided HUD has determined the PHA can implement and oversee the grant successfully.
- A “non-performing PHA” is defined as a PHA designated by HUD (pursuant to section 6(j)(2) of the 1937 Act) as troubled (listed on HUD’s most recently released Operational Troubled List) or is designated as a substandard performer (listed on HUD’s most recently released Operational Substandard List), based on its most recent published PHAS score.
- PHAs may contact their field office representative to determine if they are on the lists noted. When applications are received, HUD will review the lists to determine if any applicants appear on them. For applicants that appear on either list, HUD will use its records and OFO to determine if the PHA is still eligible to apply and be considered for funding.
- For further information on the eligibility criteria, see **Section II.A.4. Criteria for Eligible Public Housing Projects.**



Criteria for Eligible Applicants

(continued – part 2)

RAD Applicants. PHAs that have applied for RAD, received a Commitment to enter into a Housing Assistance Payments Contract (CHAP) (either a Portfolio award that covers the project or a Multiphase award) that covers the target public housing project and are planning on demolition and new construction or major rehabilitation or reconstruction, may apply for a Jobs Plus Grant provided they **have not yet received a RAD Conversion Commitment (RCC)** at the time of the application deadline for this NOFO.

- If the PHA has received its RCC as of the time of application deadline, it **cannot** apply for funding under this NOFO. In the case where there is a Multiphase award, only units at the target public housing project that are not included in an RCC can still be eligible.
- Applicants should review program requirements on RAD, **see section II.A.2.c.02. Rental Assistance Demonstration Applicants**, for additional information on RAD and Jobs Plus.



Criteria for Eligible Applicants

(continued – part 3)

Relation to Relocation (non-RAD).

- **PHAs that have been approved to reposition** the target public housing project(s) (see **Appendix I.2., Program Definitions term**) or a development(s)/site(s) within the target project(s) that would result in removal of the project(s) (or development(s)/site(s) within the target project(s)) from Section 9 assistance and relocation of residents from the project (or development(s)/site(s) within the target project(s)) during the Jobs Plus grant term **are ineligible to apply for funding** under this NOFO.
 - Applicants that are in the process of considering or applying (**but have not been approved**) to reposition the target public housing project(s) (see Appendix I.2. Program Definitions) or development(s)/site(s) within the target project(s) **are eligible to apply** under this NOFO.
 - Furthermore, no repositioning or relocation actions shall result in the project(s) (AMP(s)) no longer meeting the Size and Unemployment requirements **from Section II.A.2.c. Eligible Applicants** of the NOFO. Violation of this requirement may result in HUD, in its full discretion, terminating the grant.



Criteria for Eligible Applicants

(continued – part 4)

For further information on the eligibility criteria, see **Section II.A.4. Criteria for Eligible Public Housing Projects.**

- Applications must target an eligible Section 9 public housing project(s) (AMP's) that meet the criteria below, unless otherwise noted. Review the Appendix I.2 Program Definitions for the definition of target public housing project.
- Please note that applicants are committing to **serve all public housing project(s) and public housing residents covered by the AMP number** that the applicant indicates it is targeting in the Jobs Plus application.



Criteria for Eligible PH Projects (continued part – 5)

Place and Multiple Projects

- Because Jobs Plus is a place-based program, where saturation of the Jobs Plus model is essential, the projects (AMPs) to be served should be singular (one development/site) or multiple in close proximity. The narrative should include a map and table(s) with the information listed below: *(see NOFO for full criteria)*
 - **Place and Multiple Projects Table:** Applicants must clarify how the Jobs Plus place-based model will be applied and how the 100 percent (%) saturation goal will be met.
 - **Map:** Applications must include a map and narrative demonstrating if the targeted project(s) are singular, contiguous, non-adjacent, and/or scattered site. The map should include the target public housing project(s) (with names and numbers), Jobs Plus Center, transportation routes, key social service assets (identified in the application), a legend that identifies each of these things, and a scale so it is possible to determine distances.

FY25 NOFO
Employment Related Services
Continued



Employment-Related Services – Services that can be provided (continued – Part 1)

- **Program services provided *on-site and/or virtually* should include, but need not be limited to, the following:**
 - Literacy services, General Education Development, GED certification test, test fees;
 - Financial literacy, credit repair, and/or coaching;
 - Training on computer use and online technologies;
 - Assistance with criminal records (e.g. expungement/clearing of records); and
 - Soft skills, behavioral health and executive function skills training; and
 - Other educational costs including but not limited to meaningful work-related skills training.

Employment-Related Services – Partnerships with Local Agencies

(continued – Part 2)

- HUD expects that all services that are generally available to residents of the community will be leveraged in-kind from partners. (see **Section II.B. Cost Sharing**)
- Grant funds should only be used to procure services that are *not* already available (either by service type or amount).
- Successful applicants must (**required by statute**) partner with the Department of Labor Workforce Development Boards (WDBs)/American Job Centers (AJCs)/One-Stops
 - PHAs are not required to partner with WIBs/AJCs *exclusively*, but an MOU with the WIB/AJC is a threshold requirement to be considered for funding.

Employment-Related Services – Partnerships with Local Agencies

(continued – Part 3)

- **Partnerships with Local Agencies.**

- The comprehensive nature of the Jobs Plus program requires that PHA's establish partnerships with critical employment readiness partners (see **Section II.B. Cost Sharing**).
- You must provide a description of the employment-related services to be provided by each local partner and indicate which **Jobs Plus four (4) year goal(s)** will be addressed.
- Your application should demonstrate whether a partner will receive grant funding to provide employment-related services or if the services will be provided in-kind.

- **Partnering with Workforce Development Boards (WDB)/American Job Center (AJC).**

- **Statutory Requirement.** You are required to partner with the local WDB/AJC's (sometimes referred to as One-Stop Center) in your area to offer employment-related services to specifically address the resident needs identified in this NOFO (see Section V.A.4., Other Threshold Eligibility Requirements).



FY25 NOFO
Review & Selection Process
Continued



Review and Selection Process

(continued – part 2)

○ Tie Breaker

- If there is a tie, the application with the highest score for Soundness of Approach will be awarded grant funds.
- If there is still a tie, the score for Capacity will be the deciding factor.
- If there is still a tie, the score for Need will be the deciding factor.
- If there is still a tie, the remaining funds available will be divided among the tied applicants, unless HUD determines that the amount to be awarded will be insufficient for tied applicants to conduct the grant successfully (see Remaining Funds below).
- This Tiebreaker order (Soundness of Approach, then Capacity, then Need) will also be used if needed in ranking applications (e.g., if two applications have the same score, the one with the higher Soundness of Approach score will be ranked before the other application).

Review and Selection Process

(continued – part 3)

○ Remaining Funds.

- HUD reserves the right to reallocate remaining funds from this NOFO to other eligible activities, specifically future Jobs Plus competitions.
- If the total amount of funds requested by all applications found eligible for funding under this NOFO is less than the amount of funds available from this NOFO, all eligible applications will be funded in rank order and those funds in excess of the total requested amount will be considered remaining funds.
- If the total amount of funds requested by all applications found eligible for funding under this NOFO is greater than the amount of funds available from this NOFO, eligible applications will be funded until the amount of non-awarded funds is less than the amount required to feasibly fund the next eligible application. In this case, the funds that have not been awarded will be considered remaining funds.



FY25 NOFO
Appendices I. & II.
Continued



Appendix I. Definitions

Appendix I. 2. Program Specific Definitions

- Become familiar with core concepts and terminology of the program
- There are no Jobs Plus regulations; NOFO and Grant Agreement govern.
- **Authorized Organization Representative (AOR)** is the official within your organization with the **legal authority** to give assurances, make commitments, submit your application to HUD, enter into agreements, and execute such documents on behalf of your organization. The AOR is not necessarily the Project Director. The AOR has defined privileges within Grants.gov.
- **Jobs Plus - Program Specific Submission Requirements for SF 424**
 - Authorized Organization Representative (AOR). A contractor or grant writer not directly employed by the applying organization is not eligible to be an AOR. Funding may be delayed if a contractor or grant writer is listed incorrectly as the AOR....”
 - Reference SF424/Question 21: “...The AOR should have the authority to make a legally binding commitment for the applicant and to sign off on the certifying statement provided in question 21 of the SF-424 (i.e., the Executive Director of your organization, or some other designated official of your organization who is authorized to make contractual/legally binding agreements on behalf of your agency).
 - This person should *review and sign* the grant application before it is submitted.



Appendix II. - List of Potentially Eligible PHAs and Projects

- To be considered for funding a project (AMP) must be on the Appendix II. list attached to this NOFO,
- **If the PHA is not listed in Appendix II),** you can request an eligibility review by following the steps provided under **Section II. A.4.b. Size and Unemployment** (Process for Request for Review of Eligibility).
- **A copy of Appendix II. can be found on [grants.gov](https://www.grants.gov) under related documents.**
 - The attached list of public housing projects (AMPs) only identifies projects that meet two eligibility criteria of the NOFO, namely Size and Unemployment from **Section II.A.4.**
- Refer to the NOFO to meet all NOFO requirements.



How to locate Appendix II.

- **Appendix II.** can be downloaded from Grants.gov along with the rest of the Jobs Plus application package for FY 2025. The FY2025 NOFO can be found by searching on [View Opportunity | GRANTS.GOV](#) (search grants - classic view) and following these steps:
 - ❖ Step 1 - Key word search for “Jobs Plus” or
 - ❖ Step 2 - Opportunity Number search for “FR-6900-N-14”
 - ❖ Step 3 - Click on “related documents.” Click on “Folder: Other Supporting Documents - Other Supporting Documents”
 - **This is where the Appendix II can be downloaded**

- However, the mere appearance of a project on this list does not necessarily mean that the project is appropriate for a Jobs Plus program and may be deemed ineligible due to other criteria. PHAs with more than one project listed as eligible in Appendix II may apply to serve more than one of the eligible public housing projects (AMPs) in accordance with the criteria **in Section III. A 4. Criteria for Eligible Public Housing Projects.**



Appendix II: List of Common Mistakes

- Failure to Meet Match Threshold
 - This was a leading cause of application failure in the previous rounds.
 - Please pay close attention to Match Commitment Letter requirements in NOFO
- Missing or Incomplete MOU
 - Guidance located in Section III.D
- Including PHA Staff Time in match letters
 - PHA staff time for regular PHA functions cannot be included in JP match letters or budget.
- Please review NOFO Appendix A for common mistakes related to the Grants.gov/SAM.gov Registration systems:
 - File attachment Names
 - Expired SAM.gov registration
 - Not checking Validation Status
 - Late application



New FR Notice on Jobs Plus Rent Incentive *Continued*



Appendix 1. of FR Notice

(What is being required?)

Jobs Plus Waivers and Alternative Requirements for **FY2023-2024 and Prior Fiscal Years' Jobs Plus Grants**

- **Appendix 1. applies** to Jobs Plus grants serving individuals eligible to receive the Jobs Plus program rent incentive pursuant to the Jobs Plus reopened **FY2023 (2023-2024)** and **prior FYs' NOFOs**.
- Jobs Plus grants awarded for **FY2023-2024 and prior FYs** are subject to 24 CFR 960.255(e)(2) and **must continue to implement** the Jobs Plus rent incentive in accordance with the JPEID structure of the disregard/disallowance.
- They **must not change** to the newly established Jobs Plus Deduction structure (*described in Appendix 2.*).
- They **must continue following the 2018 notice**, their respective NOFO, grant agreement(s), and using guidance and any applicable tools provided by HUD for their specific grant(s).

Reference: Federal Register Notice FR-6515-N-01



Appendix 2. of the FR Notice

(What is being required?)

Jobs Plus Waivers and Alternative Requirements for **FY2025 and Subsequent Fiscal Years' Jobs Plus Grants**

- **Appendix 2. applies** to Jobs Plus grants serving individuals eligible to receive the Jobs Plus program rent incentive pursuant to the Jobs Plus **FY2025 and subsequent FYs' NOFOs.**
- **FY2025 and subsequent FYs'** grantees **must not implement** the JPEID structure used by FY2023-2024 and prior grants (*described in Appendix 1.*).
- They **must follow** the **new Jobs Plus rent incentive** established in this Appendix 2.
- Effective January 1, 2024, section 102(a)(2) of HOTMA eliminated the Earned Income Disregard (EID) in Section 3(d) of the U.S. Housing Act of 1937.
- The new Jobs Plus rent incentive is called the **Jobs Plus Deduction (JPD).**



Appendix 2. of the FR Notice

(continued part -1)

(What is being required?)

- PHA awarded a Jobs Plus grant for **FY2025, or subsequent FYs** shall establish a written policy for the Jobs Plus Deduction (JPD) that must be included in its agency policies and administer it accordingly.
- Records associated with the calculated deducted amounts shall be provided to HUD per the terms and conditions of the Grant Agreement, and any applicable HUD requirements.
- Additional instructions for the JPD, including submission of records, will be provided at a later date



Appendix 2. Review of Family Income Waivers and Alternative Requirements *(continued part -2)*

(What is being required?)

- **Calculating Income.** PHA shall calculate the adjusted income for Jobs Plus participants enrolled in the JPD separately from other income deductions for the purposes of determining the amount to be deducted in connection with the JPD.

- **Setting Baseline.** PHA shall conduct income examinations at the beginning of a resident's participation in the JPD (i.e., when the resident enrolls in JPD) to set the participant's earned income baseline, and at end of a resident's JPD participation period identified in section II below.

- **Income Examinations.**
 - After the earned income baseline has been set, PHA must not conduct additional income examinations, for purposes of rent calculation, when a JPD participant's earned income increases until the end of a resident's JPD participation.
 - PHA shall conduct income examinations requested by JPD participants when their earned income decreases regardless of the amount.
 - Any income examination completed after the earned income baseline is set must not reset the participants' earned income baseline.

Appendix 2. Adjusted Income/Additional Deduction Alternative Requirements *(continued part -3)*

- PHA must establish a written policy for the Jobs Plus Deduction (JPD).

- **Participant Eligibility and Enrollment.**
 - All residents in a Jobs Plus project are eligible to receive the JPD benefit, even if they do not actively participate in other Jobs Plus activities, but they must choose to enroll (documentation determined by PHA) in the JPD portion of the Jobs Plus program.
 - PHA shall not automatically enroll residents in the Jobs Plus program, the JPD.
 - JPD is an individual benefit, only individual members of a family in a Jobs Plus public housing project that have enrolled in JPD may receive the benefit of the JPD for their rent calculation.
 - Grantee PHAs shall document the JPD enrollment, including the enrollment date.

- **Individual Savings Accounts.** PHA shall not set up Individual Savings Accounts in lieu of providing the JPD.

Appendix 2. Adjusted Income/Additional Deduction Alternative Requirements (continued – part 4)

- **Residents may only benefit from one financial incentive** at a time (e.g., a resident cannot participate in both JPD and FSS escrow at the same time).
 - Residents must be able to choose whether they want to enroll in JPD or enroll/continue in another financial incentive that is available to them (e.g., FSS escrow).
 - Residents transitioning from a prior earned income incentive to JPD may choose to retain their earned income baseline set when they began the prior financial incentive.

- **Income Verification and Adjustments.**
 - Each JPD participant's income must be verified by the PHA to set the participant's baseline earned income for the purpose of rent calculation during their JPD participation.
 - PHA shall adopt a deduction specifically for JPD, to be used only when calculating any Jobs Plus participant's adjusted income under a grant made pursuant to the FY2025 or subsequent FYs' NOFOs.
 - Per 24 CFR 5.611, adjusted income is calculated by subtracting mandatory and additional deductions from the annual income (as determined under 24 CFR 5.609) of the members of the family.
 - JPD must deduct from a JPD participant's annual income during rent calculations at any income examination or reexamination – all incremental increases in earned income due to employment for a period of up to 48 months, beginning on the date on which the public housing resident enrolls in the JPD, and ending after 48 months, at the end of the grant period, or at the end of the applicable grace period for participants determined to be over-income for public housing, whichever is soonest.

Appendix 2. Adjusted Income/Additional Deduction Alternative Requirements (continued – part 5)

○ **Capital Fund and Operating Fund.**

- Grantee PHAs are not eligible for an increase in Capital Fund and Operating Fund formula grants based on the application of the JPD.
- Any compensation to the PHA for lost rent revenues will be manually adjusted by HUD to prevent overpayment of Public Housing Operating funds to grant recipients.

○ **Reimbursement from Grant Funds.**

- PHAs shall use funds received through their Jobs Plus grant funds to account for lost rental revenue due to the application of the JPD.
- To facilitate such reimbursements, grantees shall calculate and document each JPD participant's Family Rent at the time of income examination, both before and after the application of the JPD. The difference between these two rents is the amount to be reimbursed to the PHA due to the JPD.

○ **Ending JPD Participation.**

- There shall be no phase-in or phase-out period for families participating in Jobs Plus.
- Upon the resident's completion of the JPD period, the resident's adjusted income will be re-calculated at the next annual or interim income examination accounting for all earned income, in accordance with 24 CFR part 5, subpart F.

