

# **Community Reentry Reinvestment Grant (CRRG) Funding Announcement 2025 - 2026**

**Issued by:**

Tennessee Department of Labor and Workforce Development (TDLWD)  
Tennessee Office of Reentry (TOOR)



**Tennessee  
Office of Reentry**

## FY 26 Community Reentry Reinvestment Grant Executive Summary

The Tennessee Department of Labor & Workforce Development's Tennessee Office of Reentry (TOOR) Community Reentry Reinvestment Grant (CRRG) is dedicated to removing employment barriers, increasing reentry success, and reducing recidivism among justice-involved individuals (JIIs). For FY26, the primary goal of the CRRG is to provide expanded training, education, and support services that connect JIIs with sustainable career-path jobs in high-demand sectors. This includes, but is not limited to, justice-involved adults, youth, veterans, and dislocated workers who are not currently incarcerated or in detention facilities.

To achieve these objectives, CRRG will offer tailored support to remove barriers to employment by providing participants with upskilling, certification opportunities, and hands-on training in industries aligned with Tennessee's regional labor market needs. By partnering with the American Job Center and employers, the program will also ensure participants have access to wraparound services, job placement assistance, and direct lines to employment.

Additionally, CRRG will offer career and technical education at both secondary and postsecondary levels, to equip JIIs with in-demand skills. CRRG funds can also be used to provide valuable experience through Registered Apprenticeships, Pre-Apprenticeships, On-the-Job Training, Skills Training, and Industry-Recognized Credentialing Programs.

To ensure the effectiveness of the program, subrecipients will be required to track and report key outcomes, including the number of participants served, program completion rates, the number of industry-recognized credentials earned and job placements in high-demand industries.

The CRRG will ultimately work to reduce recidivism, promote long-term sustainable employment, and contribute to the prosperity of the communities served.

### **Program Overview**

In Tennessee, one-third of residents have been involved with the criminal justice system, and one-half have a justice-involved family member. These numbers illustrate the widespread impact of justice involvement and underscore the urgent need for robust reentry programs that facilitate successful reintegration into the workforce.

The Tennessee Office of Reentry (TOOR) is committed to removing employment barriers, increasing reentry success, and reducing recidivism for justice involved individuals seeking employment. Through Fiscal Year 2026, the Community Reentry Reinvestment Grant (CRRG) will provide funding to expand training, education, and support services that connect justice-involved individuals (JII) with sustainable, career-path jobs in high-demand sectors. This includes but is not limited to justice involved adults, youth, veterans, and dislocated workers who are not currently incarcerated or in a detention facility.

<b>Funding Opportunity</b>	Community Reentry Reinvestment Grant
<b>Intended Audience</b>	Community Based Organizations (CBO's) to include but are not limited to: For profit organizations, Non-profit organizations, Local Government entities, Faith Based organizations,

	Local Workforce Development Boards (LWBD's)
<b>Total Funding Available</b>	\$1,000,000.00
<b>Minimum Award</b>	\$50,000 (at least 10 participants)
<b>Maximum Award</b>	\$150,000 (at least 30 participants)
<b>Deadline Date for Proposal Submission</b>	May 16, 2025, no later than 4:30 pm (CST)
<b>Method to submit proposal</b>	<a href="mailto:Reentry@tn.gov">Reentry@tn.gov</a>
<b>Contact for Questions/Comments prior to submission deadlines</b>	Sophia Young <a href="mailto:sophia.young@tn.gov">sophia.young@tn.gov</a>
<b>Technical Assistance Opportunity</b>	Trevor White <a href="mailto:Trevor.c.white@tn.gov">Trevor.c.white@tn.gov</a>
<b>Performance Period</b>	July 1, 2025-June 30, 2026

### **Grant Purpose & Funding Scope**

#### **CRRG funding will support programs that:**

- Establish partnerships with American Job Centers (AJCs), employers, and social service organizations to ensure wraparound support and job placement.
  - [Find your local American Job Center here](#)
- Provide training, upskilling, and certification opportunities in high-demand industries aligned with Tennessee's regional labor market needs.
- Offer career and technical education (CTE) at secondary and postsecondary levels to equip JII participants with in-demand skills.
- Demonstrate past effectiveness in providing or facilitating industry-standard training and/or certifications that meet the needs of employers in high demand industry sectors that are built on current labor market information report.
- Must have partnership with employers in high demand industry sectors according to current Labor Market Research who will agree to provide opportunities for JII completer's. The results should place Justice Involved Tennesseans in jobs and careers that pay livable wages, have job longevity, and which empowers them to sustain their families.
- Foster long-term employment opportunities through Registered Apprenticeships, Pre-Apprenticeships, Skills Training, On-the-Job Training, and Industry-Recognized Credentialing Programs.

#### **Why This Matters – The Case for Workforce Development & Reentry Programs**

The benefits of investing in workforce development for justice-involved individuals are well-documented:

- **Employment Reduces Recidivism:** A study by the Brookings Institution found that employment is one of the most significant factors in preventing reoffending, with employed individuals being 50% less likely to recidivate than those without jobs. ([Brookings, 2018](#))
- **Economic Benefits:** In Tennessee, over 400,000 working-age adults have a felony conviction, and unemployment among justice-involved individuals is nearly five times higher than the general population. Reentry workforce programs help fill labor shortages while reducing the \$3.3 billion annual cost of recidivism in the U.S. ([Prison Policy Initiative, 2022](#))
- **Public Safety & Community Well-being:** Expanding workforce access improves public safety, as states with stronger reentry employment programs report lower crime rates and higher tax revenue contributions from formerly incarcerated individuals. ([U.S. Commission on Civil Rights, 2019](#))

## **Eligibility Criteria**

Eligible applicants must be one of the following:

- Nonprofit or for-profit organizations, local governments, faith-based organizations, and Local Workforce Development Boards (LWDBs)
- Demonstrated success in workforce development for populations with employment barriers
- Must register or be a registered vendor with the State of Tennessee
- Ability to coordinate training, certification, and employment programs for justice-involved individuals
- Can collaborate on creating a pathway to permanent employment for justice involved persons.

## **Application & Submission Details**

- Submission Deadline: May 16, 2025 by 4:30 PM (CST)
- Submission Method: Email proposals to [Reentry@tn.gov](mailto:Reentry@tn.gov)
- Proposal: Programmatic narrative, including labor market data, expected outcomes, and evidence of demonstrated effectiveness
  - For Regional Labor Market Information (LMI) refer to this instructional page to obtain LMI for your area: <https://www.tn.gov/workforce/tennessee-economic-data-/lmi.html>
  - Desired service area (i.e., county, city, or other geographic regions) where training, community wraparound services, and potential job placement will occur and the need for the specific workforce development in the stated area using labor market information.
  - Identification of the high demand industry that will be the focus for potential employment, based on current and/or future labor market demands in the geographic area. In addition to at least one employer partner in the high demand industry that will provide a second (fair) chance opportunity for program participants.
  - Program narrative of direct support for participants that can include but not be limited to: on-the-job training, educational and/or vocational services to be provided to participants.
  - All FY2025 CRRG subrecipients must include programs outcome data as part of the narrative.
- Maximum 10 pages (12-point font, 1-inch margins)
- Required Attachments:
  - Cover Page (see below)
  - Letters of Support from all partner entities
  - Detailed Budget (SF-424A and budget narrative) see attached
    - The Federal SF-424A budget and budget narrative must align with the parameters and guidelines provided in the budget guidance and the scope of the budget must be congruent with the proposed program design and targeted population.
  - Evidence of past success in serving JJI populations
  - Signed Request Letter from CEO, Executive Director, or equivalent
- It is expected that all applications will include the required documents.
- The CRRG is a cost-reimbursement program, and all expenditures must occur within the relevant timeframe designated by the grant contract. The expected grant period is July 1, 2025, and/or when a contract is signed and returned to TDLWD/TOOR and will end on June 30, 2026.
- Tennessee Office of Reentry has discretion in the awarded funding level in each plan of

## **Required Partnerships**

All applicants must secure formalized, signed letters of commitment from:

1. Local comprehensive [American Job Center](#) (AJC) – Outlining support for JJI participants, registration in Job4TN, and access to resources from the One Stop Operator and Team Lead.

2. Training & Upskilling Partners – Including industry-recognized certification, credentialing, and education programs in high-demand fields with a timeline for program completion.
3. Employers in High-Demand Sectors – Including a connection to the Regional Business Services Director (See Appendix for list of contacts) to serve as a resource in identifying a second-chance employer that will provide opportunities for JII completers.
4. Labor & Workforce Development Executive Director– Ensuring communication with local area’s workforce development board and its staff (see Appendix for list of contacts).

All letters of commitment must contain the following:

- Clearly stated details of what the organization will provide to CRRG participants, written by the Executive Director/Chief Executive Officer, or the equivalent.
- Handwritten signature of the organizations authorized person, with printed name and title.

### **Expected Performance & Reporting**

Grant recipients must track and report program outcomes, including:

- Number of JII participants served
- Job placement rate in high-demand industries
- Program completion rates and industry-recognized credentials earned
- FY25 CRRG subrecipients must provide data on skilled workers and job placements from prior funding year

### **Funding Timeline**

<b>Funding Announcement Release Date</b>	April 18, 2025
<b>Application Submission Deadline</b>	May 16, 2025
<b>Application Review Period</b>	May 19 – May 30, 2025
<b>Notification of Awards</b>	Week of June 16, 2025
<b>Contract and Performance Period</b>	July 1, 2025 – June 30, 2026

- Funding Type: Cost-reimbursement (all expenses must be incurred within the designated timeframe)

### **Fiscal Requirements (If Awarded)**

- Must registered or be a registered vendor with the State of Tennessee ([Edison Supplier Portal](#))
- Must register and utilize SmartSimple
- Completion of the following documents:
  - [Supplier Direct Deposit Authorization Form](#)
  - [W-9](#)
  - [SF-42A Budget Template](#)
- Refer to the [Edison Supplier Portal Registration Manual](#) for additional guidance.
- A maximum of 10% of the total budget may be allocated for administrative costs

### **Contact for Questions:**

- Sophia Young – [Sophia.Young@tn.gov](mailto:Sophia.Young@tn.gov)  
 Trevor White – [Trevor.C.White@tn.gov](mailto:Trevor.C.White@tn.gov)

# **Community Reentry Reinvestment Grant**

## **(Serving Justice Involved Individuals)**

### **Proposal Submission Checklist**

- D** Cover Page
  - D** Project Title
  - D** Name of Organization, and all partner organizations
  - D** Mailing Address of Organization (Fiscal Agent)
  - D** Project Director's Name, Title, Telephone Number, Email Address, and Mailing Address
  - D** Desired Grant Amount
  - D** Projected Number to Serve
  - D** Geographic Region to be Served
- D** Acronym List (if needed)
- D** Table of Contents
- D** Page Numbering
  - D** Consecutively numbered, starting with the executive page
- D** Grant Proposal and Performance Requirements
  - D** Program Narrative
    1. Geographic Region to be Served
    2. Evidence of "Demonstrative Effectiveness"
      - Industry-standard training and certification
      - General workforce preparedness skills
      - Labor Market information that targets employers who are hiring
      - Previous experience in training and developing workforce
  - D** Budget (SF-424A) and Budget Narrative (1 year)
  - D** Partnerships Letters of Support
    - Fiscal Agent's Executive Director, CEO, etc.
    - Ecosystem/Wraparound services partners
    - Employers

**Community Reentry Reinvestment Grant**  
**(Serving Justice Involved Individuals)**  
**Cover Page**

<b>Project Title</b>	
<b>Name of Organization</b>	
<b>Partner Organizations</b>	
<b>Mailing Address of Organization</b>	
<b>Telephone Number</b>	
<b>Project Director's name, title, phone number, email address, and mailing address</b>	
<b>Desired Grant Amount</b>	
<b>Projected Number to Serve (Cost per participant)</b>	
<b>Geographic region to be served</b>	

## **Community Reentry Reinvestment Grant FAQ**

### **Where will the grant provide services?**

Potential subrecipients must identify a desired service area in their application. The service area must identify the need for the designated training or certification of the population based on regional employment opportunities and needs using Labor Market Information. These may include major metropolitan areas, mid-level cities, and/or rural areas. The Tennessee Department of Labor & Workforce Development – Tennessee Office of Reentry (TDLWD-TOOR) will consult with applicants to ensure services are offered equitably across Tennessee.

### **What is the total grant award amount?**

A total of **\$1,000,000** is being made available. Applicants will propose their desired funding amount up to a maximum of **\$150,000.00** and will use the guidance found in this document.

### **How will subrecipients receive funds?**

This is a reimbursable grant. Subrecipients will be required to submit requests at least once per month with supporting documentation to be reimbursed for allowable costs.

### **Is there a match requirement?**

No. The Tennessee Department of Labor and Workforce Development's Tennessee Office of Reentry does not require matching funds for this grant.

### **Are there monthly reporting requirements?**

Yes. You will receive an email with a link at the beginning of each month to report outcomes and activities for the prior month. These reports will be due by the 15<sup>th</sup> of the month.

### **How do you claim administrative cost?**

The actual expenditures along with supporting documentation showing proof of the expense is to be submitted in SmartSimple, a grant management system.

### **Can I add career pathways after execution of the grant?**

All programmatic and budget changes must be reviewed and approved by TOOR staff Directors.

### **What types of training models does the CRRG support?**

There are several effective skills training models, each tailored to specific sectors or occupations. While these models may differ in the type of skills training offered, they share the goal of addressing regional needs and fostering partnerships. Examples that align with the goals of this CRRG to develop and strengthen regional partnerships and systems, while equipping JII participants with in-demand skills that lead JII participants in a career-path to jobs, include:

- **Registered Apprenticeship Programs:** These programs combine paid on-the-job training under the direction of a mentor with classroom instruction and result in an industry-recognized credential certifying occupational proficiency. Registered Apprenticeship Programs are industry-vetted, approved, and validated by either the U.S. Department of Labor's Office of Apprenticeship or a recognized State Apprenticeship agency.
- **Skills Training Programs:** Programs that train workers with the foundational skills needed for in-demand, good jobs and prepare workers for employment that provides career pathways after completion of the program. These include career and technical education. Programs also can help individuals develop the skills they need to do their job well. It can include instructions, practice, and feedback.
- **Pre-apprenticeship programs:** Programs that are designed to assist individuals who do not currently possess the minimum academic credentials or skills requirements for selection into a Registered Apprenticeship program to meet the minimum selection criteria established in a program sponsor's apprenticeship standards and which maintains at least one documented partnership with a Registered Apprenticeship program.
- **On-The-Job Training Programs:** These programs include those when an individual is conditionally hired for a specific training period and earns wages while receiving on-the-job training in foundational skills as well as applied concepts. After successful completion of the training period, the individual is officially hired as a full-time employee.
- **Certification or Credentialing Programs:** Programs in which participants obtain an industry-recognized certificate or certification and/or a license recognized by the State involved or the Federal Government.

[Date]

Sophia Young, Deputy Director  
TN Department of Labor & Workforce Development-TN Office of Reentry  
220 French Landing, 4<sup>th</sup> Fl  
Nashville, TN 37243

Dear Ms. Young

This letter serves as a formal letter of commitment from [AJC and City] to provide supportive services, education, skills training, and employment opportunities to Justice Involved Individuals (JII) participating in the TN Department of Labor and Workforce Development-TN Office of Reentry Community Reentry Reinvestment Grant (CRRG). We recognize the importance of offering opportunities for justice involved individuals who are working to reintegrate into the workforce and community, and we are dedicated to assisting in their successful transition.

As part of this commitment, [AJC and City] will provide the following support to the JII participant:

- **Registration in Jobs Online:** Assisting JII participants with registering in Job4TN.
- **Supportive Services:** Offer support to help CRRG JII participants overcome barriers such as transportation, housing, driver's license issues, and/or expungements.
- **Job Readiness:** Provide training to enhance participants' interviewing skills, communication, and professionalism.
- **Skills Training:** Offer programs to enhance skills in high-demand industries, including certifications, apprenticeships, and upskilling. For example, the Tennessee College of Applied Technology (TCAT) provides education and certification programs in fields like IT, healthcare, construction, and manufacturing.
- **On-the-Job Training (OJT):** Offers hands-on experience that allows participants to build their skills while earning a wage, with the goal of securing permanent employment.
- **Job Placement Assistance:** Connection of CRRG JII participants to employers who are open to hiring individuals with justice-involvement backgrounds.
- **Adult Education and Hi-Set Services:** Assist CRRG participants in the completion of a high school education or obtaining a General Educational Development (GED) diploma.
- Additional space for AJC to list any other unique services they may offer in this partnership:

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[AJC-City] is committed to supporting CRRG JII participants and ensuring they are on a path to success. We will work closely with [Grant Applicant Organization Name] to meet the needs of each CRRG JII participant.

Thank you,

Organization Name  
Contact Name  
Organization Address  
[Phone Number]  
[Email Address]

[Date]

Sophia Young, Deputy Director  
TN Department of Labor & Workforce Development-TN Office of Reentry  
220 French Landing, 4<sup>th</sup> Fl  
Nashville, TN 37243

Dear Ms. Young

This letter serves as confirmation of the partnership and support from [Employer Company Name] in providing the following Second Chance opportunities to the participants of the TN Department of Labor and Workforce Development-TN Office of Reentry Community Reentry Reinvestment Grant. Please list here:

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As a part of this partnership, [Employer Organization Name] will work closely with [Grant Applicant Organization] to meet the needs of each CRRG JII participant.

Thank you,

**Organization Name**  
**Contact Name**  
**Organization Address**  
**[Phone Number]**  
**[Email Address]**

## **Executive Directors**

### **Middle Executive Directors**

Northern Middle – Marla Rye  
[mrye@workforceessentials.com](mailto:mrye@workforceessentials.com)



Southern Middle – Barbara Kizer  
[bkizer@sctdd.org](mailto:bkizer@sctdd.org)



Upper Cumberland – Becky Hull  
[bhull@ucworkforce.org](mailto:bhull@ucworkforce.org)



### **West Executive Directors**

Northwest and Southwest - Jennifer Bane  
[jbane@wfiinc.org](mailto:jbane@wfiinc.org)



Greater Memphis – Melody Freeman  
[mfreeman@greatermemworkforce.com](mailto:mfreeman@greatermemworkforce.com)

NO PHOTO

## **East Executive Directors**

Northeast – Lisa Evans

[levans@ftdd.org](mailto:levans@ftdd.org)



East – EL Morton

[emorton@ethra.org](mailto:emorton@ethra.org)



Southeast – Michele Holt

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