

Overview of Expected
Fiscal Year (FY) 2024
Competitive Funding Opportunities



Office of the Secretary
United States Department of Labor

Labor Grants

Empowering and Expanding
Equitable Opportunities
for All Workers

MARCH 2024



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Employment and Training Administration

Please consult the Funding Opportunity Announcement (FOA) when available for final requirements.

Strengthening Community Colleges Training

- **Estimated Total Program Funding:** \$65,000,000
- **Estimated Application Period:** August 17, 2023 – November 14, 2023
- **Announcement of Awards:** Winter 2024 / Spring 2024
- **Target Population:** Community Colleges; Dislocated Workers; Employers/Industry; Individuals; Justice-Involved Individuals; Native American and/or Tribal Communities; Unemployed, Underemployed, and Incumbent Workers; Veterans and Returning Service Members; Women; Workers with Disabilities; Latino/a Communities; Afro-descendant Communities; Asian American and Native Hawaiian Pacific Islander Communities; New Entrants to the Workforce
- **Eligible Applicants:** Higher Education Institutions (or Consortium); Public and State Controlled Institutions of Higher Education; Tribally Controlled Colleges and Universities
- **Contact:** Khanh Tran (SCC4_FOA-ETA-23-15@dol.gov)
- **Overview:** Under this FOA, DOL solicits applications for the fourth round of Strengthening Community Colleges Training Grants (SCC4). These grants will increase the capacity and responsiveness of community colleges to meet the skill development needs of employers and equitably support students in obtaining good jobs in in-demand industries. Applicants will use strategies rooted in evidence and designed to build further evidence on the effectiveness of sector-based career pathways programs in leading to positive employment outcomes. These strategies will also address identified equity gaps to increase full access to educational and economic opportunity—particularly for individuals from historically underserved communities.

YouthBuild

- **Estimated Total Program Funding:** \$98,000,000
- **Estimated Application Period:** November 15, 2023 – February 1, 2024
- **Announcement of Awards:** Spring 2024

- **Target Population:** Historically Underserved Communities; Justice-Involved Individuals; Native American and/or Tribal Communities; Opportunity Youth / Youth; Rural Communities; Women
- **Eligible Applicants:** Public Housing Authorities/Indian Housing Authorities; Public and State Controlled Institutions of Higher Education; Special District Governments; City or Township Governments; County Governments; Nonprofits having a 501(c)(3) Status with the IRS, Other Than Institutions of Higher Education; Private Institutions of Higher Education; Independent School Districts; Native American Tribal Organizations (Other than Federally Recognized Tribal Governments); Native American Tribal Governments (Federally recognized); State Governments; Others (consult FOA for clarification)
- **Contact:** Alexander Heron (YB_FOA-ETA-24-36@dol.gov)
- **Overview:** Under this FOA, DOL will award grants through a competitive process to organizations providing pre-apprenticeship services that support education, occupational skills training, and employment services to opportunity youth, ages 16 to 24, who are performing meaningful work and service to their communities. The YouthBuild program model prepares participants for quality jobs in a variety of careers, in diverse industry sectors, particularly in infrastructure sectors, and includes wrap-around services such as mentoring, trauma-informed care, personal counseling, transportation supports, and employment preparation - all key strategies for addressing violence in communities.

Growth Opportunities Rounds 4 and 5

- **Estimated Total Program Funding:** \$85,000,000
- **Estimated Application Period:** February 7, 2024 – April 2, 2024
- **Announcement of Awards:** Summer 2024
- **Target Population:** Justice-involved youth and young adults (aged 15-24), particularly the youth and young adults most impacted by community violence
- **Eligible Applicants:** City or Township Governments; Nonprofits With or Without a 501(c)(3) Status with the IRS; Other than Institutions of Higher Education; County Governments; Special District Governments; Native American Tribal Governments (Federally Recognized); Native American Tribal Organizations (Other than Federally Recognized Tribal Governments); Independent School Districts
- **Contact:** Andrea Chism (GO_FOA-ETA-24-06@dol.gov)
- **Overview:** Under this FOA, DOL solicits applications for the Growth Opportunities program. Across both rounds of funding, we expect availability of approximately \$85,000,000 to fund approximately 28 grants. The purpose of this program is to introduce and prepare justice-involved youth and young adults for the world of work and put them on a path to more equitable career opportunities, through placement into paid work experiences. In addition to paid work experiences, the program encompasses occupational education and training in in-demand industries, leadership development, a mentorship component, and placement into unsubsidized employment and/or education.

Pathway Home 5

- **Estimated Total Program Funding:** \$52,000,000
- **Estimated Application Period:** February 8, 2024 – April 4, 2024
- **Announcement of Awards:** Summer 2024
- **Target Population:** Historically Underserved Communities; Justice-Involved Individuals; Native American and/or Tribal Communities; Opportunity Youth / Youth; Rural Communities; Veterans and Returning Service Members; Women; Latino/a Communities; Afro-Descendant Communities
- **Eligible Applicants:** County Governments; State Governments; Nonprofits that do not have a 501(c)(3) Status with the IRS, Other than Institutions of Higher Education; Nonprofits having a 501(c)(3) Status with the IRS, Other than Institutions of Higher Education; City or Township Governments; Native American Tribal Organizations (Other than Federally Recognized Tribal Governments); Native American Tribal Governments (Federally Recognized)
- **Contact:** Shanell McNamee (PH5_FOA-ETA-24-05@dol.gov)
- **Overview:** Under this FOA, DOL plans to award \$52 million in an estimated 20 grants up to \$4 million each. The purpose of this program is to provide eligible incarcerated individuals in men’s and women’s state correctional facilities or local or county jails with workforce services prior to release and to continue services after release by transitioning the participants into reentry programs in the communities to which they will return. By providing for reentry services to begin while participants are still incarcerated and to continue post-release, these projects are designed to eliminate the time gap between release from prison and enrollment into a workforce development reentry program leading to skills-based employment, to improve individuals’ transition back into their communities, and to reduce recidivism.

Job Corps Information Technology Academy / Hub

- **Estimated Total Program Funding:** \$20,000,000
- **Estimated Application Period:** February 20, 2024 – April 9, 2024
- **Announcement of Awards:** Summer 2024
- **Target Population:** Historically Underserved Communities; Individuals (consult FOA for clarification); Opportunity Youth / Youth; Rural Communities; Unemployed, Underemployed, and Incumbent Workers
- **Eligible Applicants:** Native American Tribal Governments (Federally Recognized); Others (consult FOA for clarification); Native American Tribal Organizations (Other than Federally Recognized Tribal Governments); For Profit Organizations Other than Small Businesses; Private Institutions of Higher Education; Nonprofits that do not have a 501(c)(3) Status with the IRS, Other than Institutions of Higher Education; Nonprofits having a 501(c)(3) Status with the IRS, Other than Institutions of Higher Education; Small Businesses; Public and State Controlled Institutions of Higher Education

- **Contact:** Sarah Medley (JC_FOA-ETA-24-16@dol.gov)
- **Overview:** Under this FOA, DOL will award up to five cooperative agreements through a competitive process to awardee(s) as part of a Job Corps Information Technology Academy (JCITA) demonstration project. The purpose of this program is to provide expanded career technical training and career outcomes for Job Corps students, specifically in information technology.

State Apprenticeship Expansion Formula

- **Estimated Total Program Funding:** \$100,000,000
- **Estimated Application Period:** February 21, 2024 – April 4, 2024
- **Announcement of Awards:** Summer 2024
- **Target Population:** Employers/Industry; Historically Underserved Communities; Individuals (consult FOA for age requirements); Justice-Involved Individuals; Opportunity Youth/Youth; Rural Communities; States; Unemployed, Underemployed, and Incumbent Workers; Veterans and Returning Service Members; Women; Workers with Disabilities; Other Historically Underserved Communities
- **Eligible Applicants:** State Governments
- **Contact:** Bria Wearren (SAEF2_FOA-ETA-24-03@dol.gov)
- **Overview:** Under this FOA, DOL solicits applications for Round Two of the State Apprenticeship Expansion Formula (SAEF2) grant program. As part of the second installment of this continued five-year investment plan, the Department will award the next round of State Apprenticeship Expansion Formula grants for (1) Base Formula Funding to all States that apply (to be provided on an annual basis, subject to available funding and the submission of a responsive application), and in addition to the Base Formula Funding, (2) an opportunity to apply separately for additional competitive funding for States with the capacity and readiness to adopt and expand in key innovation priority areas. This approach ensures that funding supports the Administration’s goals to modernize and strengthen the National Apprenticeship System, while also providing opportunities for those States that have the capacity and can commit to adopting and expanding new opportunities for innovation, equity, expansion, and modernization in Registered Apprenticeship.

Apprenticeship Building America

- **Estimated Total Program Funding:** \$95,000,000
- **Estimated Application Period:** February 21, 2024 – April 15, 2024
- **Announcement of Awards:** Summer 2024
- **Target Population:** Employers/Industry; Historically underserved communities; Individuals (see FOA for age requirements); Justice-Involved Individuals; Labor Unions; Opportunity Youth; Rural

Communities; Unemployed, Underemployed, and Incumbent workers; Veterans and Returning Service Members; Women; Workers with Disabilities

- **Eligible Applicants:** County Governments; Public and State Controlled Institutions of Higher Education; Native American Tribal Governments (Federally Recognized); Others (consult FOA for clarification); Nonprofits having a 501(c)(3) Status with the IRS, Other than Institutions of Higher Education; City or Township Governments
- **Contact:** Daniela Petchik (ABA2_FOA-ETA-24-04@dol.gov)
- **Overview:** Under this FOA, DOL solicits applications for Round 2 of the Apprenticeship Building America (ABA2) grant program. The Department will award grants to continue to expand, diversify, and strengthen the Registered Apprenticeship system through support for public and private partnerships designed to serve a range of industries and individuals and promote Registered Apprenticeship Programs (RAPs) as a workforce development solution that translates training into good jobs. ABA2 provides funding for three categories of grants: (1) Ensuring Equitable RAP Pathways and Partnerships Through Pre-apprenticeship Leading to RAP Enrollment, (2) Creation of Education System-aligned Pre-apprenticeship and RAPs, and (3) Registered Apprenticeship Hubs.

National Farmworker Jobs Program – Career Services and Training

- **Estimated Total Program Funding:** \$90,000,000
- **Estimated Application Period:** March 5, 2024 – May 3, 2024
- **Announcement of Awards:** Summer 2024
- **Target Population:** Historically Underserved Communities; Youth; Opportunity Youth / Youth; Rural Communities; Unemployed, Underemployed, and Incumbent Workers; Women; Farmworkers
- **Eligible Applicants:** Others (consult FOA for clarification); State Governments
- **Contact:** NFJP.OGM@dol.gov
- **Overview:** Under this FOA, DOL will competitively award approximately 50-75 Career Services and Training grants to organizations that will provide workforce related activities to support migrant and seasonal farmworkers and their dependents in developing skills to pursue a career of their choice in the agriculture sector and non-agriculture sectors. The purpose of this program is to strengthen the ability of migrant and seasonal farmworkers and their dependents to acquire necessary skills to either stabilize or advance in their agricultural jobs or obtain employment in new industries. Through this grant, NFJP grant recipients will facilitate the delivery of workforce solutions that are responsive to the needs of workers and employers of one to three targeted sector(s) (industry or cluster of occupations).

Senior Community Service Employment Program

- **Estimated Total Program Funding:** \$312,000,000
- **Estimated Application Period:** March 7, 2024 – May 6, 2024
- **Announcement of Awards:** Summer 2024
- **Target Population:** Historically Underserved Communities; Native American and/or Tribal Communities; Rural Communities; Unemployed, Underemployed, and Incumbent Workers; Veterans and Returning Service Members; Women; Workers with Disabilities.
- **Eligible Applicants:** Public and State Controlled Institutions of Higher Education; Public Housing Authorities/Indian Housing Authorities; Nonprofits that do not have a 501(c)(3) Status with the IRS, Other than Institutions of Higher Education; Special District Governments; Independent School Districts; Native American Tribal Organizations (Other than Federally Recognized Tribal Governments); Nonprofits having a 501(c)(3) Status with the IRS, Other than Institutions of Higher Education; Others (consult FOA for clarification); County Governments; Native American Tribal Governments (Federally Recognized); State Governments; City or Township Governments
- **Contact:** SCSEP.OGM@dol.gov
- **Overview:** Under this FOA, DOL anticipates awarding approximately 10-22 national grants, ranging from \$2 million to \$50 million, to organizations that will provide workforce development activities to support older workers in developing skills and obtain unsubsidized employment. SCSEP is a community service and work-based training program for older workers. It provides subsidized, part-time, community service training for unemployed, low-income individuals aged 55 or older who have poor employment prospects. Through this program, older workers have access to SCSEP services and employment assistance through American Job Centers (AJCs).

Workforce Opportunity for Rural Communities 6

- **Estimated Total Program Funding:** \$49,200,000
- **Estimated Application Period:** March 2024 – June 2024
- **Announcement of Awards:** Summer 2024
- **Target Population:** Historically Underserved Communities; Dislocated workers, new entrants to the workforce, and incumbent workers who reside in the Appalachian Region, Lower Mississippi Delta Region, and Northern Border Region
- **Eligible Applicants:** State Government; County Government; City or Township Government; Special District Government; Regional Organization; Independent School District; Public/State Controlled Institution of Higher Education; Private Institution of Higher Education; Historically Black Colleges and Universities; Indian/Native American Tribal Government (Federally Recognized); Indian/Native American Tribal Government (Other than Federally Recognized); Indian/Native American Tribally Designated Organization; Public/Indian Housing; Nonprofit Organizations; Tribally Controlled Colleges and Universities

- **Contact:** TBD
- **Overview:** Under this FOA, DOL will solicit applications for the Workforce Opportunities for Rural Communities (WORC) initiative grants, which are designed to develop local and regional workforce development solutions aligned with existing economic development strategies. The purpose of the WORC initiative is to create economic mobility, address historic inequities for marginalized communities of color and other underserved and underrepresented communities, and produce high-quality employment outcomes for workers who reside in the Appalachian, Delta and Northern Border regions, enabling them to remain and thrive in these communities. The WORC initiative is designed to address persistent economic distress by aligning community-led economic and workforce development strategies and activities to ensure long-term economic resilience and enable dislocated and other workers in the regions to succeed in current and future job opportunities. The WORC initiative encourages applicants to achieve this purpose through grant proposals that: comprehensively and intentionally address and promote racial equity through recruitment strategies, service design, implementation, data collection, and partnerships that aim to provide equitable access and outcomes to communities of color, immigrants, and other marginalized groups; endeavor to ensure that grant participants achieve high-quality employment outcomes; and support eligible individuals impacted by substance use disorder.
 - The funding, as described in the Consolidated Appropriations Act, 2022 (Pub. L. 117-103), will build on the five previous rounds of WORC grants and fund projects supporting rural communities in aligning workforce development efforts with economic development plans, serving the following areas hard-hit by economic transition and recovering slowly:
 - The Appalachian region, as defined in 40 U.S.C. 14102(a)(1),
 - The Lower Mississippi Delta (Delta) region, as defined in 7 U.S.C. 2009aa(2), and
 - The Northern Border region, as defined in 40 U.S.C. 15733.

National Farmworker Jobs Program – Housing

- **Estimated Total Program Funding:** \$6,500,000
- **Estimated Application Period:** April 2024 – May 2024
- **Announcement of Awards:** Summer 2024
- **Target Population:** Historically Underserved Communities; Youth; Opportunity Youth / Youth; Rural Communities; Unemployed, Underemployed, and Incumbent Workers; Women; Farmworkers
- **Eligible Applicants:** Others (consult FOA for clarification)
- **Contact:** NFJP.OGM@dol.gov
- **Overview:** Under this Funding Opportunity Announcement (FOA), DOL will competitively award approximately eight NFJP housing grants to organizations that propose project designs that provide housing services in one or more of the following states CA, AZ, FL, ID, IL, MI, NY, NC, OR,

PR, TX, and WA. The NFJP model aims to connect eligible migrant and seasonal farmworkers and their dependents to permanent housing that is owner-occupied, or occupied on a permanent, year-round basis (notwithstanding ownership). The permanent housing must be the person's primary residence to which they return to at the end of the work or training day. Additionally, the NFJP model aims to provide temporary housing that is not owner-occupied to eligible migrant and seasonal farmworkers whose employment requires occasional travel outside their normal commuting area. The Department will award at least 70 percent of the funds for permanent housing.

Senior Community Service Employment Program Sector Demonstration

- **Estimated Total Program Funding:** \$19,000,000
- **Estimated Application Period:** March 2024 – April 2024
- **Announcement of Awards:** Summer 2024
- **Target Population:** Historically Underserved Communities; Native American and/or Tribal Communities; Rural Communities; Unemployed, Underemployed, and Incumbent Workers; Justice-Involved Individuals, Veterans and Returning Service Members; Women; Workers with Disabilities
- **Eligible Applicants:** Others (consult FOA clarification)
- **Contact:** SCSEP.OGM@dol.gov
- **Overview:** Under this FOA, DOL anticipates awarding up to six sector strategy demonstration grants, ranging from \$2 million to \$5 million to current SCSEP national grantees. SCSEP is a community service and work-based training program for older workers. It provides subsidized, part-time, community service training for unemployed, low-income individuals aged 55 or older who have poor employment prospects. Through this demonstration Department of Labor will conduct a rigorous four-year evaluation study to measure the impact of industry or sector-based training on employment outcomes for older workers.

Mine Safety and Health Administration

Please consult the Funding Opportunity Announcement (FOA) when available for final requirements.

Brookwood-Sago Mine Safety

- **Estimated Total Program Funding:** \$1,000,000
- **Estimated Application Period:** Spring 2024 / Summer 2024
- **Announcement of Awards:** Summer 2024 / Fall 2024
- **Target Population:** Perspective Miners, Miners and Mine Operators, including Contractors.
- **Eligible Applicants:** States, Territories and other governments, including Indian and Native American Tribal governments, and any private or public nonprofit entity interested in advancing health and safety in the mining industry. A nonprofit entity as described in 26 U.S.C. § 501(c)(4) is not eligible for a grant award.
- **Contact:** Frazier.Ursula@dol.gov
- **Overview:** Under this FOA, DOL provides funding for education and training programs to better identify, avoid, and prevent unsafe working conditions in and around mines. The program uses grant funds to establish and implement education and training programs or to create training materials and programs. MSHA expects Brookwood-Sago grantees to develop training materials or to develop and provide mine safety training or educational programs, recruit mine operators and miners for the training, and conduct and evaluate the training. MSHA will give special emphasis to programs and materials that target workers at smaller mines and underserved communities within the mining industry.

Occupational Safety and Health Administration

Please consult the Funding Opportunity Announcement (FOA) when available for final requirements.

Susan Harwood Training Grant Program

- **Estimated Total Program Funding:** TBD
- **Estimated Application Period:** Spring 2024 – Summer 2024
- **Announcement of Awards:** Summer 2024 / Fall 2024
- **Target Population:** Small businesses; Limited English Proficiency Workers; Low Literacy Workers; Young Workers; Temporary Workers; Disadvantaged Workers; Underserved Workers; Low-Income Workers; Minority and Other Hard-to-Reach Workers; Workers in High-Hazard Industries with High Fatality Rates.
- **Eligible Applicants:** Eligible applicants are nonprofit organizations and include qualifying labor unions; community-based, faith-based, and grassroots organizations; employer associations; Native American tribes, tribal organizations, Alaska Native entities, Native Hawaiian organizations, and native-controlled organizations that are not an agency of a state or local government; and public/state-controlled institutions of higher education.
- **Contact:** Robert Murphy (Harwoodgrants@dol.gov)
- **Overview:** The Susan Harwood Training Grant Program was created in 1978 to provide funding to nonprofit organizations to develop and deliver training to small business employers and workers on the recognition, avoidance, and prevention of occupational safety and health hazards in their workplaces and to inform workers of their rights and employers of their responsibilities under the OSH Act. Three different grant types are available: Targeted Training Topic; Training and Educational Materials Development; and Capacity Building. Applicants are encouraged to provide training in languages participants can understand. Training materials developed under this grant program are made publicly available on the OSHA webpage.

Veterans' Employment and Training Service

Please consult the Funding Opportunity Announcement (FOA) when available for final requirements.

Homeless Veterans Reintegration Program

- **Estimated Total Program Funding:** \$12,000,000
- **Estimated Application Period:** January 29, 2024 – March 11, 2024
- **Announcement of Awards:** Summer 2024
- **Target Population:** Historically Underserved Communities; Justice-Involved Individuals; Native American and/or Tribal Communities; Rural Communities; Unemployed, Underemployed, and Incumbent Workers; Veterans and Returning Service Members; Women; Workers with Disabilities
- **Eligible Applicants:** Native American Tribal Organizations (Other than Federally Recognized Tribal Governments); Special District Governments; Private Institutions of Higher Education; City or Township Governments; For Profit Organizations Other than Small Businesses; Nonprofits having a 501(c)(3) Status with the IRS, Other than Institutions of Higher Education; Native American Tribal Governments (Federally Recognized); Public and State Controlled Institutions of Higher Education; County Governments; Public Housing Authorities/Indian Housing Authorities; Others (consult FOA for clarification); Small Businesses; State Governments; Nonprofits that do not have a 501(c)(3) Status with the IRS, Other than Institutions of Higher Education
- **Contact:** Tamara Holland (HVRPFOA@dol.gov)
- **Overview:** Under this FOA, DOL solicits applications for this employment-focused competitive Federal grant program, intended to enable America's veterans to reach their full employment potential and obtain high-quality career outcomes for veterans experiencing homelessness. The Department encourages applicants to propose strategies to achieve economic prosperity, address historical inequities, and provide equitable access and outcomes to marginalized groups.

Women's Bureau

Please consult the Funding Opportunity Announcement (FOA) when available for final requirements.

Fostering Access, Rights and Equity

- **Estimated Total Program Funding:** \$1,000,000
- **Estimated Application Period:** Spring 2024 – Spring 2024 / Summer 2024
- **Announcement of Awards:** Summer 2024
- **Target Population:** Women workers and survivors with a particular focus on underserved and marginalized women workers who are disproportionately impacted by GBVH, including but not limited to women of color, women with disabilities, justice system-impacted women, individuals who identify as LGBTQI+, marginalized workers in women-dominated sectors, ethnic minorities, immigrants, workers with limited English proficiency and workers experiencing substance abuse issues, homelessness or chronic poverty.
- **Eligible Applicants:** Nonprofits that do not have a 501(c)(3) Status with the IRS, Other than Institutions of Higher Education; Nonprofits having a 501(c)(3) Status with the IRS, Other than Institutions of Higher Education
- **Contact:** Sharon Porter (Porter.Sharon.d@dol.gov)
- **Overview:** The Fostering Access, Rights, and Equity (FARE) grant program will support organizations that undertake projects to assist marginalized and underserved women workers who have been disproportionately impacted by workplace gender-based violence and harassment (GBVH). Grant recipients will address GBVH in the world of work, which includes activities that occur in the course of, linked with, or arising out of work, by conducting education and awareness activities on workplace rights and benefits. The grants will assist women workers impacted by GBVH in the world of work by building awareness through the dissemination of information and educational materials; implementing worker and survivor-driven strategies that mitigate workplace risks to prevent workplace GBVH; connecting women workers to services, benefits, and/or legal assistance as needed, reasonable, and/or available; and empowering women by helping them to become focal points for rights and assistance in their own communities through train-the-trainer and other activities.

Women in Apprenticeship and Nontraditional Occupations

- **Estimated Total Program Funding:** \$5,000,000
- **Estimated Application Period:** Spring 2024 – Spring 2024 / Summer 2024
- **Announcement of Awards:** Summer 2024
- **Target Population:** Women, including transgender women and non-binary individuals, with an emphasis to serve historically underrepresented communities, including but not limited to, women of color and women with disabilities, women at or below the federal poverty line, justice-involved women, young women and girls who are opportunity youth, immigrant women, transgender women and women who live in rural geographic areas.
- **Eligible Applicants:** Nonprofits having a 501(c)(3) Status with the IRS, Other than Institutions of Higher Education; Others (consult FOA for clarification)
- **Contact:** Marc Purvis (Purvis.Marc@dol.gov)
- **Overview:** The WANTO program is intended to provide technical assistance (TA) to employers and labor unions to encourage employment of women in apprenticeable occupations and nontraditional occupations (A/NTO), specifically by: 1) Developing (establishing, expanding, and/or enhancing) pre-apprenticeship, youth apprenticeship, Registered Apprenticeship, or other nontraditional skills training programs designed to prepare women for careers in A/NTO; 2) Providing ongoing orientations or other resources for employers, unions, and workers on creating a successful environment for women in A/NTO; and/or 3) Setting up support groups, facilitating networks, and/or providing supportive services for women in A/NTO to improve their retention. Applicants may propose to provide technical assistance to support women's participation and success in the full range of industries in which women are historically underrepresented or where women are disproportionately concentrated in the lower-wage occupations. Such industries include, but are not limited to advanced manufacturing, construction, energy, health care, information technology, finance, and transportation.