

Notice of Funding Opportunity

State Agency Name: **Iowa Workforce Development Funding Opportunity**

Title: **Iowa Health Careers Registered Apprenticeship Program 2.0**

Announcement Type: **Initial**

CFDA Number (if applicable): **Not applicable**

Important Dates

Deadline: Applications for the funds are due by **March 9, 2023, 12:00 P.M.** Central Standard Time. Grant applications will not be accepted until January 11, 2023.

Webinar Date: Iowa Workforce Development (IWD) will host a webinar to provide information and an opportunity for a live Q&A on **January 27th, 11:00 a.m. – 12:00 p.m.**

Application Notification: A Notice of Intent to Award will be posted on the following websites:

www.earnandlearniowa.gov

www.iowagrants.gov

Program Description

1. Purpose

Iowa's healthcare providers have for many years struggled to recruit and retain a robust healthcare workforce. Demand for skilled EMT's, Paramedics, CNA's, LPN's, RN's, Direct Support Professionals (I, II, & III), Community Health Workers, Behavioral Health & Substance Abuse Specialist, and other critical professionals continue to persist. The COVID-19 pandemic has exacerbated Iowa's healthcare workforce shortage.

The purpose of this award is for the development and/or expansion of Healthcare Registered Apprenticeship Programs in Iowa. The intent is to provide funding to Iowa-based Skilled Nursing Facilities, Residential Care Facilities, Assisted Living Facilities, Hospitals, Home Health Agencies, and Public/Private accredited Iowa High Schools, Community Colleges, and Universities, for the purpose of developing Registered Apprenticeship pathways for individuals, located in the state of Iowa. These Registered Apprenticeship programs will provide an alternative pathway to health education, degrees, and certifications. These alternative pathways include a combination of on-the-job learning alongside related training instruction traditionally taught in a classroom setting. The identified career pathways include Nursing, Emergency Medical Services, Direct Support Care & Behavioral Health, all serving in direct patient care rather than administrative duties. Related instructional training must be provided by an accredited high school, college, university, or other accredited third-party RTI providers.

The Health Care and Social Assistance industry has the highest number of job openings (12,689) in Iowa and is Iowa's second largest employing industry with nearly 217,000 jobs.

As of November 7, 2022, healthcare careers represented 4 of the top 10 job postings on iowaworks.gov. Registered Nurse and Nursing Assistant positions were the top two occupations, with 4,488 and 1,276 openings respectively. Solving Iowa's healthcare workforce shortage will require short- and long-term strategies and investments, public-private partnerships, and innovative collaborations between and within Iowa's communities.

The Iowa Health Careers Registered Apprenticeship Program 2.0 grant will select no fewer than 5 successful applicant communities in which to establish a new, or expand an existing (adding RA pathways), high school-based and/or adult registered apprenticeship program for health

care careers. Successful applicants will build community partnerships and design a health care registered apprenticeship program for high school and/or adult apprentices. The result is an alternative pathway to health education with an added opportunity to earn and learn, including one-to-one mentoring during on-the-job training.

Awardees who are high schools or organizations who choose to partner with high schools to develop their RA program(s) will receive supplemental assistance from the State of Iowa to acquire VR simulation software in available RA fields and hardware to further enhance apprentices' educational and practical experience, and readiness.

2. Funding Priorities and Additional Considerations

- Funding priority and preferential points will be given to partnerships that involve public/private accredited Iowa High Schools or public/private accredited Iowa High Schools acting as lead registered apprenticeship program sponsors.
- Applicants providing details on efforts to include underrepresented populations within the program.
- Consideration will be given regarding the location of applicants during the review process to promote the geographic diversity of grantees.

3. Performance Measures

All applications must include performance measures that align with the Department of Labor's Office of Apprenticeship work processes within the approved [Registered Apprenticeship On the Job Related Training Instruction standards and/or competencies](#).

- Anticipated number of new pathways established for apprentices
- Anticipated number of apprentices participating within each pathway offered
- Number of industry-recognized credentials and certifications earned
- Comparison of open positions available associated with each pathway prior to the start of the program, during and after completion

4. Program Authority

IWD's authority to award these grants may be found in the American Rescue Plan Act of 2021, (H.R.1319), as delegated by Governor Kim Reynolds pursuant to her authority under the same act.

5. Definitions

- **Underrepresented Populations:** Population that does not represent the majority, or a proportional share as indicated by appropriate data, of current participants in Registered Apprenticeship.
- **Assisted Living Facilities:** Assisted living facilities provide room and board in a homelike environment, as well as services that may include, but are not limited to: health-related care, personal care, and assistance with essential daily living activities. Tenants in Assisted Living Programs are encouraged to participate in decision-making.
- **Residential Care Facilities:** Residential care facilities (RCFs) provide accommodation, board, personal assistance, and other essential daily living activities. Persons living in a residential care facility are unable to sufficiently or properly care for themselves because of illness, disease, or physical or mental infirmity, but do not require the services of a registered or licensed practical nurse – except for emergencies. There are specific RCFs for those who have intellectual disabilities, those who are mentally ill, and those who require care for dementia. Residential care facilities are defined in Iowa Code Chapter 135C.

- **Administrative Expenses:** Personnel expenses associated with operating the program.
- **Apprentice:** A worker at least 16 years of age, except where a higher minimum age standard is otherwise fixed by law, who is employed to learn an apprenticeable occupation as provided in 29 CFR §29.5 Standards of Apprenticeship and is registered with the USDOL/Office of Apprenticeship.
- **High School:** An academic institution providing education more advanced than elementary school or middle school but less advanced than college, typically grades 9, 10, 11 and 12.
- **Community College:** Community college: means a publicly supported school which may offer programs of adult and continuing education, lifelong learning, community education, and up to two years of liberal arts, preprofessional, or occupational instruction partially fulfilling the requirements for a baccalaureate degree but confers no more than an associate degree; or which offers as the whole or as part of the curriculum up to two years of career and technical education, training, or retraining to persons who are preparing to enter the labor market. See Iowa Code 260C.2.
- **College or University** is an institution that grants bachelor's degrees, and can also offer associates degrees, master's degrees, and in some cases doctoral degree programs.
- **Qualified Training Provider:** Accredited public/private college, university, or high school located within the state of Iowa. Another third-party approved vendor.
- **On-the-Job Training (OJT):** On-the-Job (OJT) training is a workforce development strategy where employers of all sizes have an opportunity to train, mentor, and hire candidates as they become fully proficient in a particular skillset or job function.
- **Participant:** A reportable sponsor who has received grant-assisted services.
- **Registered Apprenticeship:** A Registered Apprenticeship is a type of nationally recognized apprenticeship that is approved by the US Department of Labor. All Registered Apprenticeships are paid and include regular wage increases during the program. People who complete a Registered Apprenticeship earn a nationally recognized credential and can get credit toward a college degree. The length of Registered Apprenticeship programs varies but is typically two to four years.
- **Related Training Instruction (RTI):** Means an organized and systematic form of instruction designed to provide the apprentice with knowledge of the theoretical and technical subjects related to the apprentice's occupation. Such instruction may be given in a classroom, through occupational or industrial courses, or by correspondence courses of equivalent value, electronic media, or other forms of self-study approved by the Office of Apprenticeship.
- **Home Health Agencies (HHA):** Home health agencies (HHAs) provide skilled nursing services for patients in their homes, and at least one of the following other therapeutic services: physical, speech, or occupational therapy; or medical or social services of a home health aide. These services must follow a written plan of treatment established by each patient's attending physician, in conjunction with agency staff. Home health agencies are defined in Title 42 of the Code of Federal Regulations (CFR).
- **Nursing Facilities and Skilled Nursing Facilities (Long-term care):** Commonly referred to as "nursing homes" or long-term care (LTC) facilities, nursing facilities provide health-related care and services, including rehabilitation, for persons who require nursing care (for a physical or mental condition) and other services, in addition to room and board. Nursing Facilities are defined in 42 CFR § 483.5 Definitions.
- **Hospital:** Hospitals are primarily devoted to the treatment or care for persons experiencing illness, injury, or deformity; for obstetrical care; or for chronic or convalescent care. Hospitals are further defined in Iowa Code Chapter 135B.

Award Information

1. Funding

Governor Kim Reynolds has reserved \$15,000,000 in funding that Iowa received under the federal American Rescue Plan Act (H.R.1319) to support the Iowa Health Careers 2.0 Grant. Awards will be given to a minimum of five (5) grants under this Notice of Funding Opportunity.

2. Estimated Award Amount

IWD anticipates awarding a total of approximately \$15,000,000 allocated to Registered Apprenticeships developed within the following career pathways: Emergency Medical Services, Nursing, Direct Support Care and Behavioral Health. A minimum of five (5) grants will be awarded that may vary in amount as determined by the scope of the project and the availability of funding. Funding decisions are made as funding is available, and IWD is not obligated to provide any requested amount.

3. Limitations

Each successful applicant will be required to provide a sustainability plan that demonstrates how the program will be maintained after grant funding is fully expended.

4. Project and Award Period

Funds received as part of this program must be entirely spent by June 30, 2026. This is to ensure that the overall program will comply with the American Rescue Plan Act expenditure date of December 31, 2026. No costs incurred prior to 6/01/2023 or after 6/30/2026 are eligible.

Awardees must provide a detailed report of the progress of the project and the use of funds every quarter, beginning from the date the Memorandum of Understanding between the applicant and the State is fully executed.

The funds for this award are provided by the State and Local Fiscal Recovery Fund (SLFRF), part of the American Rescue Plan. SLFRF requires that all costs be incurred during the period beginning March 3, 2021 and ending December 31, 2024. Therefore, all costs incurred prior to March 3, 2021 and after December 31, 2024 are not eligible uses of these funds. The period of performance for SLFRF funds runs until December 31, 2026, which will provide recipients an additional two years during which they may expend funds for costs incurred (i.e., obligated) by December 31, 2024. Any award funds not obligated or expended within these timeframes must be returned to the State. Recipients of these funds will be held accountable to these funding timeframes.

Awardees must provide a detailed report of the progress of the project and the use of funds every quarter, beginning from the date the Memorandum of Understanding between the applicant and the State is fully executed.

5. Type of Award

IWD will award funds to successful applicants to carry out planned proposals. Any unexpended grant dollars must be returned to Iowa Workforce Development thereafter.

6. Use of Funds

As a condition of receiving the funds appropriated under this request for proposal (RFP), the subrecipient shall testify upon the request of any committee or subcommittee of the State of Iowa General Assembly regarding the expenditures of such funds.

All funds requested through the Budget Narrative and Budget Summary Form should provide justification for the costs and the majority of the funds requested should closely match the program priorities. Grant funds provided may be used on:

- Equipment purchases under \$5000;
- Tuition, textbook and fee expenses for an accredited, third party RTI provider;
- Training materials (such as textbooks, curriculum, etc) for in-house instruction;
- Supportive Services for Apprentices including Uniforms and PPE;
- Fees traditionally incurred by apprentices, such as CPR and CNA test expenses, lab costs, and background checks;
- Apprentices' 'Earn and Learn' wages up to \$7.00 per hour for OJT providers up to an annual maximum of \$7,000. *
- Instructor salaries for in-house RTI;
- Administrative expenses – limit 5% of total award
- Transportation expenses for programs

*Entry-level wages for apprentices must meet or exceed the corresponding Iowa statewide occupational entry wage as indicated on the 2022 Iowa Wage Report. ["Iowa Wage Report"](#)

All grant funds are administered as reimbursement only and no advance payment options are available.

7. Reporting Requirements

Grantees will be required to submit vouchers, receipts, expenditures, and reports to document how the funds were spent and certify the funds were used in accordance with the grant application and grant program. All grantees must provide a detailed annual report to the Director of Iowa Workforce Development by June 30th of each year through 2026. The report must include, but is not necessarily limited to:

- a. Demographic information of apprentices;
- b. Description of the activities, equipment and/or programs paid for by the funds
- c. Registration by sponsor and all apprentices in the IowaWORKS data management system and RAPIDS;
- d. County or counties served;
- e. Total number of apprentices served by each program;
- f. Number of apprentices enrolled within the various healthcare program pathways
Apprentices for this program are defined as high school/adult apprentices registered with the Department of Labor. (SLRF required).
- g. Number of apprentices who complete the registered apprenticeship program and earn an industry-recognized credential and/or degree;
- h. Number of apprentices exiting the program without completing a pathway;
- i. Number of apprentices earning college credits in a health science program as part of the registered apprenticeship program;
- j. Number of apprentices that matriculate into a post-secondary health science program upon completion of the registered apprenticeship program;

- k. The number of apprentices gaining employment in a health occupation upon completion of the registered apprenticeship program;
- l. The number of apprentices completing the registered apprenticeship program. Apprentices for this program are defined as high school/adult apprentices registered with the Department of Labor. (SLFRF required)
- m. Percentage comparison of open positions available associated with each pathway prior to the start of the program and after completion

8. Payment Schedule

The executed grant agreement will specify conditions for payment and payment schedule.

Eligibility Information

1. Eligible Applicants & Partnerships

- Eligible applicants are Iowa-based Nursing & Skilled Nursing Facilities, Residential Care Facilities, Assisted Living Facilities, Hospitals, Home Health Agencies, Public/Private accredited Iowa High Schools, Community Colleges, and Colleges & Universities, all of which must be located within the state Iowa.
- IWD requires applicants for this grant to cultivate partnerships to fulfil project activities and outcomes. Eligible applicant partnerships must be comprised of, at a minimum of, an applicant and a Related Training Instruction (RTI) provider such as a high school, community college, universities, or other accredited third-party training provider.
- Grantees must comply with all applicable provisions of state and federal laws pertaining to nondiscrimination, sexual harassment, and equal employment opportunity.

Application and Submission Information

1. Electronic Submission Instructions

Applicants must submit applications electronically via IowaGrants.gov. IWD recommends that applicants create an account and begin the application in advance of the deadline. For registration guidance, refer to "IowaGrants.gov New User Registration Instructions" (See Appendix B)

The applicant's authorized representative must be the person who submits the application. The authorized representative must be using his or her own IowaGrants.gov account to sign and submit the application.

Official email communication from IWD regarding this application will be issued from iowa.grants@webgrantsmail.com. Applicants are required to assure these communications are received and responded to accordingly.

2. Content

Applicants will enter or attach the following components of a complete application in IowaGrants.gov:

General Information

- Cover Sheet
- Project Information

Project Description

- Provide no more than a 5-sentence summary of program

Project Service Area

- Provide a description of the service area
- Include demographic information of service area and potential participants

Project Need

- Detailed description of need including occupation and community – include how needs assessment was obtained or conducted
- Demonstration of how proposal meets the need defined and how project could be scaled up to other communities

Project Design

- List project activities goals. Proposed project goals should align with funding purpose.
- Provide an outline of a project timeline
- Describe key partners, roles, responsibilities and how they will contribute to the success of the project. Provide letter(s) of support from those involved in the program.
- Describe the Registered Apprenticeship program proposed pathways
- List potential barriers and planned supportive services to overcome barriers
- Describe option for stackable credentialing and expansions (where applicable)

Performance Measures

- Provide an evaluation tool to measure the success of the program. Include a retention plan for apprentices completing the program.
- Ability and responsibility to provide quarterly reporting requirements

Organization Capabilities and Sustainability

- Describe the related experience of the applicant and partners responding to the funding announcement
- Describe the role each key staff person will fulfill including percentage of time
- Describe how the potential sustainability of the program

Budget Summary and Narrative

- Provide a cost per participant and complete the budget narrative
- Complete the Iowa Health Careers RA Grant Budget Form (Attachment) for your project

Additional Application Attachments

- Letters of Commitment from Partners
- Organizational Procurement Policy

See Appendix A further instructions and application guidance.

3. Submission Dates and Times

Please see the Important Dates section at the beginning of this announcement for the submission deadline. IWD reserves the right to extend the submission deadline and any notice of such extension will be posted on IWD's websites and/or IowaGrants.gov.

Attempted submission of a completed application after the stated due date and time will not be allowed by the system. If a submission is attempted after the published date and time, the applicant will receive a notice stating, "The Funding Opportunity is closed."

Application Review Information

1. Criteria

Project Service Area	10 Points
Project Need and Demonstration of how proposal addresses need	20 Points
Program Design	30 Points
Performance Measures	20 Points
Organizational Capacity and Sustainability	10 Points
Budget	10 Points
Total	100 Points

2. Review and Selection Process

A review team will use the criteria listed in this section to review applications under this funding announcement.

3. Applicant Clarification

Some applicants may receive requests to provide clarifying information and/or make changes to their application including changes to the budget. This information is used by IWD staff in making funding recommendations. Applications may be recommended for funding even if they are not asked clarification questions. A request for clarification does not guarantee a grant award. Failure to respond to requests adequately and in a timely manner may result in the removal of applications from consideration.

4. Selection for Funding

Decisions to award grants and the funding levels will be determined per application based upon compliance with the requirements of this funding announcement. Applicants may be selected to enter into a grant agreement, finalizing grant terms, budget, scope-of-work provisions, at which time the final decision to make a grant award will be made. Submission of an application is not a guarantee of an award.

Awarding Agency Contact(s)

Please direct any questions regarding this NOFO to:

Debra Fox
*Registered Apprenticeship
Program Coordinator*
Office: 319.753.1671 X. 30452
Mobile: 319.371.1505
debra.fox@iwd.iowa.gov

Kristopher Byam
*Interim Division Administrator
Workforce Training and
Education*
Work Phone: 515-725-3663
Mobile: 515-217-1783
Kristopher.byam@iwd.iowa.gov

Technical Assistance

Technical Assistance (TA) will be provided throughout the application process, in the form of webinars and direct support. A TA schedule will be available on the Future Ready Iowa website and regularly updated.

Other Information

1. If an applicant fails to meet any eligibility criterion at the time of an application deadline, the application may still be reviewed but the State will not make an award until all eligibility criteria are met.
2. IWD reserves the right to request additional information from applicants to evaluate applications.
3. IWD, at its sole discretion, reserve the right to reject all applications; to reject individual applications for failure to meet any requirement; to award in part or total, and to waive minor defects and non-compliance. Such a waiver will not modify the program requirements or excuse the applicant from full compliance with program specifications or grant agreement requirements if the grant is awarded. Submission of an application confers no right to an award or to a subsequent grant agreement.
4. All application submissions become the property of IWD. If funds are awarded, the contents of all applications will be in the public domain at the conclusion of the selection process and will be open to inspection by interested parties subject to exceptions provided in Iowa Code Chapter 22 or other provision of law.
5. IWD is not obligated to award any grants under this program, to pay any costs incurred by the applicant in the preparation and submission of an application or pay any grant-related costs incurred prior to the grant beginning date.
6. Upon IWD's approval, the successful applicant will receive a grant agreement via email from IWD. The applicant has 10 working days to sign the grant agreement. If the agreement is not executed within 10 working days, IWD reserves the right to cancel the award. IWD, at its sole discretion, may extend the timeframe for executing the grant agreement.
7. Any grant agreement awarded by IWD shall include specific provisions, terms, and conditions.
8. All decisions by IWD are final.

APPENDIX A: Application Guidance

Please review the following guidance when preparing your grant application in IowaGrants.gov. The application gathers general information, narratives, budget information, and attachments. Each section includes prompts that must be addressed.

General Information

Complete Cover Sheet-General Information. On this form, applicants will enter basic information about their organization including:

- Contact information of your organization's Authorized Representative
- Contact information of your organization's Fiscal Officer/Agent
- Identification of County(ies) participating, involved, or affected by the proposal
- Identification of Congressional District(s), Iowa Senate District(s), and Iowa House District(s) involved or affected by the proposal.

Complete Project Information. On this form, applicants will enter basic information about their application including:

- Legal Organization Name
- Organization type (Government, Nonprofit, Institute of Higher Education, Business, etc.)
- Business Address
- Contact information of person for program
- A Descriptive Project Title
- Project's proposed start and end dates
- Amount requested

Project Description

- Provide a summary (no more than 5 sentences) that tells us what you are proposing, the project goal(s) and anticipated outcomes.

Project Service Area

- Describe the geographic service area including employees and the populations to be served through the project
- Include relevant demographic information for clear understanding of service area and potential apprentices

Project Need

- Describe the occupational need of this project related to state and community
- Provide how this information was obtained (datasets, surveys, reports)
- Demonstrate how the project will address this need and connection to workforce
- Explain how project could be scaled up in order to address needs in other communities

Project Design

- List details of Project Activities and Project Goal. Include items such as the number of apprentices per cohort, number of cohorts, etc. Ensure proposed project goals align with funding purpose and priorities.
- Provide an outline of a proposed project timeline with key milestones. Include information of responsibilities and completion rates.
- Provide letter(s) of support from Employer Sponsors and other Partnerships involved in the

Apprenticeship Program

- Describe key partners, roles, responsibilities and how they will contribute to the success of the project.
- Provide details of the Registered Apprenticeship program i.e., specific details of Related Training Instruction and On the Job Training along with certifications, skills and credentials earned through participation.
- Potential Barriers and planned Supportive Services to overcome barriers
- Describe option for stackable credentialing (where applicable)

Performance Measures

- Provide a description of the evaluation tool that will be used to measure the success of this project. Including details such as success indicators, timeframe and delivery. Include a retention plan for apprentices completing the program
- Describe the ability and commitment to report on all required federal and state reporting requirements including but not limited to:
 - Demographic information of apprentices;
 - Description of the activities, equipment and/or programs paid for by the funds
 - Registration by sponsor and all apprentices in the IowaWORKS data management system and RAPIDS;
 - County or counties served;
 - Total number of apprentices served by each program;
 - Number of apprentices enrolled within the various healthcare program pathways. Apprentices for this program are defined as high school/adult apprentices registered with the Department of Labor. (SLFRF required)
 - Number of apprentices who complete the registered apprenticeship program and earn an industry-recognized credential and/or degree;
 - Number of apprentices exiting the program without completing a pathway;
 - Number of apprentices earning college credits in a health science program as part of the registered apprenticeship program;
 - Number of apprentices that matriculate into a post-secondary health science program upon completion of the registered apprenticeship program;
 - The number of apprentices gaining employment in a health occupation upon completion of the registered apprenticeship program;
 - The number of apprentices completing the registered apprenticeship program. Apprentices for this program are defined as high school/adult apprentices registered with the Department of Labor. (SLFRF required)

Organization Capacity and Sustainability Narrative

- Describe the related experience of the applicant and partners responding to the funding announcement. Subcontracting to implement the program will not be permitted.
- Include a list of the applicant's staff, including partner staff, to be assigned to the project. Describe the role each key staff person will fulfill as well as the primary person who will serve as the lead point of contact for the project to IWD. Include the percentage of time allotted for the project.
- Describe how the potential sustainability of the program once grant funds are expended.

Budget Summary and Budget Narrative

- Complete the budget narrative. Include a detailed description of proposed costs and an overview of how budgeted costs are calculated. Provide a cost per participant amount. Ensure totals reconcile with the amounts included on the Iowa Health Careers RA Grant Budget Form.

- Complete the Iowa Health Careers RA Grant Budget Form for your project. Upload the completed Budget Summary form in the Application Attachments section.

Application Attachments

Upload the following in the Attachment section in IowaGrants.gov.

- Completed Iowa Health Careers RA Grant Budget Form
- Organizational Procurement Policy
- Letters of Commitment from Partners

Minority Impact Statement

Pursuant to 2008 Iowa Acts, HF 2392, Iowa Code Section 8.11, all grant applications submitted to the State of Iowa must include a Minority Impact Statement. This requires applicants to consider the potential impact of the grant project's proposed programs or policies on minority groups. This form includes a series of questions for the applicant to complete identifying either a potential positive impact, negative impact, or no impact.

APPENDIX B: IowaGrants.gov New User Registration Instructions

Are you new to IowaGrants.gov? Follow these basic instructions to create an account and begin your grant application.

1. Watch this 4 min video <https://dom.iowa.gov/iowa-grants-login>.
2. Go to www.iowagrants.gov
3. Always select the blue button “Click Here to Access Single Sign On Tool” no matter if this is your first time accessing the system or you’re already registered.
4. Do not use the “enter your user ID and password” options
5. If you do not have an account, select “Sign Up” at the bottom of the screen.
6. Enter your first name, last name and valid email address.
7. Complete the Set Up for security methods, including setting your password.
8. Verify your email and enter the verification code that was sent by the system. This email is sent by Admin@id.iowa.gov. This provides you with a one time code to complete the verification process.
8. Complete your registration by entering your contact information on the Registration page. Enter your basic information and select your Program Area of Interest. While the system instructions do not make this clear, it is important that you select a program area of interest from the drop-down list. This will expedite registration.

Your registration is now pending final system approval. You will receive a confirmation email once approval is complete.

If you have any questions regarding these instructions or want additional assistance, please contact Patrick Rice at patrick.rice@iwd.iowa.gov or 515-725-3666.

APPENDIX C: Program Pathway Additional Details and Est. Associated Costs