

## **General Questions**

### **Will a recording of the information session be available?**

- Yes, the recording can be found on [NJDOL's grants webpage](#) under the Cultivating Access Rights and Equity (CARE) FY 2026 tab.

### **Are current awardees applying this cycle as well or is it limited to only new grantees?**

- Yes, the Notice of Grant Opportunity is open to both new and existing grantees.

### **When is the anticipated launch date? Does it differ based on the type of services provided?**

- The grant cycle begins June 1, 2026, so grant activities would be expected to launch at that time. The grant cycle ends May 31, 2027.

### **Will the application submission deadline now permanently switch to October-November moving forward?**

- We hope to continue to publish the Notice of Grant Opportunity earlier in the fiscal year so that contracts can be approved prior to the grant cycle. However, we cannot guarantee this will continue to be the case.
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### **Does an applicant need to obtain a new tax clearance form for this application or can a previously obtained one be used?**

- It depends. Tax clearance certificates are only valid for 180 days from date of issuance. Tax clearance certificates must be valid at the time of application submission.

### **Is a Letter of Intent (LOI) required for this grant, similar to other DOL opportunities.**

- No, a letter of intent is not required.

### **Should a partner/subgrantee also fill out the application interest form to get access to the templates and application questions?**

- No, the form should only be completed by the lead grantee as they will be the one submitting the application. The templates and applications questions can be found in the NGO.

### **Can an applicant apply to cover outreach and technical assistance on other programs such as Medicaid enrollment?**

- No, CARE Grant funds only cover outreach, education, and technical assistance on work rights, Paid Family and Medical Leave, Unemployment Insurance, and Domestic Workers' Bill of Rights.

## **SAGE Questions**

**Is this SAGE different from the SAGE that other departments such as DOH use?**

- Yes, this is a different SAGE. The SAGE login for DOL can be found [here](#).

**In the application for project location, if a county is selected does a municipality also have to be selected?**

- No, SAGE will only require you to submit at least one county name if "statewide" is not selected.

## **Funding Questions**

**Can an organization apply under the outreach category of DWBOR and also in other categories, such as Workers' Rights, or any other category?**

- Yes, applicants (whether a single organization or a collaborative lead or subgrantee) are permitted to apply for funding in one or multiple outreach categories (i.e. just DWBOR, DWBOR + UI, DWBOR + Work Rights + TDI/FLI).
- A single organization *could* submit an application for one category, (i.e. TDI/FLI), and *also* submit as part of a collaborative for other funding categories (i.e. DWBOR + Work Rights). However, applicants are not allowed to submit more than one grant application per outreach category, whether as a single organization, collaborative lead applicant, or as a collaborative subgrantee. So for example, a single organization could not submit a standalone application for DWBOR and then *also* submit as part of a collaborative for DWBOR funding.
- All grant recipients must maintain programmatic and financial records for each outreach topic to ensure that grant funds are spent in the appropriate category.

**Is the source of this funding federal?**

- No. As outlined in the [Notice of Grant Opportunity \(NGO\)](#), the CARE Grant is funded by state resources. It is not tied to federal funding.

**Has the amount of funding changed from last year?**

- Funding for Domestic Workers' Bill of Rights outreach has increased from \$100,000 to \$600,000. All other outreach topics remain the same as FY25.

**What is the amount available per grantee in each funding category?**

- There is \$1,200,000 available for work rights; \$800,000 for paid family and medical leave; \$600,000 for Domestic Workers' Bill of Rights; and 400,000 for Unemployment Insurance.
- Award amounts will depend on the quality of proposals, with average total award ranging from \$50,000 to \$200,000. NJDOL will consider those outside this range if the applicant provides justification. [Award amounts from past years can be viewed on the CARE webpage.](#)

**Is the grant funding per year or over 2 years?**

- The grant cycle begins June 1, 2026 and ends May 31, 2027. All awardees must reapply annually.

**Navigator Questions****What specific qualifications, if any, are you looking for in the individuals/teams providing navigator support to paid leave clients?**

- We are not looking for specific qualifications for the individuals/teams providing navigator support for paid leave. However, keep in mind that paid leave is more complex than other types of benefits and this could be relevant as you consider the types of staff/professionals best suited to this level of support. Claimants must interact with their employer and possibly their medical provider, and also consider their coverage under job protection laws.
- If applying for these activities, please specify which staff would serve as navigators, their qualifications and/or experience, what kind of assistance they would provide to families, and if applicable, how this would integrate into current programming.
- For those organizations that are awarded funds for PFML navigator activities, the plan is for them to receive a tailored train-the-trainer developed as part of the [paid leave navigator pilot](#).

**If work is being done statewide, does a navigator need to be statewide?**

- No, please use the work plan and question and answer documents to specify where any navigator work will be conducted.

**Are the Navigators only for the PMFL program?**

- No but there is a difference in the resources provided by NJDOL for PFML navigator activities. For those organizations that are awarded these funds, the plan is for them

to receive a tailored train-the-trainer developed as part of the [paid leave navigator pilot](#).

- Organizations are welcome to apply for funds to cover navigator-type activities or “technical assistance” for other programs like work rights and Unemployment Insurance. But at this time NJDOL does not have a specialized train-the-trainer for navigator-type activities for work rights and Unemployment Insurance. Organizations would be expected to provide this assistance based on their own expertise and experience.

**Will the training module developed during the navigator pilot program be available for potential navigators in this funding cycle?**

- Yes, the plan is for organizations receiving Paid Family & Medical Leave navigator funding can utilize the navigator train-the-trainer provided by NJDOL.

**Is the navigator pilot only for Mercer County? Or is it expanding to other counties?**

- The pilot is only for Mercer. The CARE grant will include "navigator activities" this year for TDI/FLI funds but it is not an expansion of the pilot.

**Are there any organizations currently designated to provide navigator TA support for clients?**

- Currently, several CARE grantees provide technical assistance with paid leave applications and work rights complaints, but they don't have any official designation. They provide this assistance based on their own expertise and experience.
- For more information on the paid leave pilot program, which operates separately from the CARE grant, please visit: [myleavebenefits.nj.gov/navigators](https://myleavebenefits.nj.gov/navigators)

**Domestic Workers Bill of Rights Questions**

**Can you provide the definition of agencies with experience with Domestic Worker?**

- Per the statute, to receive funds, per the [Domestic Workers' Bill of Rights law](#), applicants must have:
  - a minimum of five years of experience working with domestic workers or their employers
  - or work with nonprofits with this experience.
- In scoring, weight will be given to worker-led programs, with formal or informal domestic worker leadership, and/or leadership development programs/practices.

**Can you provide examples of Domestic Workers? Do you mean day laborers?**

- Domestic workers provide in-home services to private households, including child care, house cleaning, care for elderly or disabled individuals, and cooking.
- A detailed explanation of workers covered under the Domestic Workers' Bill of Rights can be found here: [https://www.nj.gov/labor/myworkrights/worker-protections/domestic\\_workers/domesticworkerrights\\_workers.shtml](https://www.nj.gov/labor/myworkrights/worker-protections/domestic_workers/domesticworkerrights_workers.shtml)

## **Work Plan Questions**

### **What is considered a broad enough scope for outreach/education?**

- There is no predetermined number of individuals, employers, or service providers that grantees are required to reach. Applicants should set realistic goals and deliverables based on their organization's experience and programs. The program seeks to increase individuals', employers', and services providers' awareness of and equitable access to work rights, Paid Family and Medical Leave benefits, and Unemployment benefits, through methods that are community centered, culturally relevant and accessible, and language specific.

### **What would make an application stronger than others? Is it quantity over quality or focus populations?**

- There is no predetermined number of individuals, employers, or services providers that grantees are required to reach. Applicants should set realistic goals and deliverables based on their organization's experience and programs. The program seeks to increase individuals', employers', and services providers' awareness of and equitable access to work rights, Paid Family and Medical Leave benefits, and Unemployment benefits, through methods that are community centered, culturally relevant and accessible, and language specific.
- The evaluation criteria and scoring rubric can be found in the Notice of Grant Opportunity on page 16.

### **If a grantee advises an unemployed worker to apply for unemployment benefits and the worker applies for benefits and is subsequently denied, would the initial discussion with the worker (advising the worker to apply for unemployment) count as grant-related work, even if the grantee later represents the claimant in a UI appeal?**

- Yes, the initial work would be a covered activity in the scenario.