

**Transmittal Letter for FY18 Environmental Workforce Development and Job Training Grants  
RFP NO: EPA-OLEM-OBLR-17-10**

**A. Applicant Identification**

**a. City of Springfield**

Department of Workforce Development- Missouri Job Center  
2900 E Sunshine St.  
Springfield, MO 65804  
DUNS Number: 006852255

The City of Springfield, Department of Workforce Development, is the operator of the Missouri Job Center. Under the Workforce Innovation Opportunity Act, One-Stop Centers are also referred to a Job Centers.

**B. Responses to the Nine Threshold Eligibility Criteria:**

**a. Applicant Eligibility:** The City of Springfield is a General Purpose Unit of Local Government as defined under 2 CFR 200.64.

**b. Demonstration that Proposed Project Does Not Duplicate Other Federally Funded Environmental Job Training Programs:** After reviewing the following sites, the City of Springfield confirms that the proposed training does not duplicate other federally funded programs.

EPA: [www.epa.gov/superfund/superfund-job-training-initiative](http://www.epa.gov/superfund/superfund-job-training-initiative)

[www.epa.gov/environmentaljustice/grants](http://www.epa.gov/environmentaljustice/grants)

NIEHS: [www.niehs.nih.gov/careers/hazmat/about\\_wetp/eecwtp/index.cfm](http://www.niehs.nih.gov/careers/hazmat/about_wetp/eecwtp/index.cfm)

DOL: [www.dol.gov/ocia/grants.htm](http://www.dol.gov/ocia/grants.htm)

While the Department of Labor's Trade Adjustment Assistance Community College and Career Training (TAACCCT) Grants Program offers a Chemical Lab Technology Associate Degree, the City of Springfield is proposing to be the only one to offer training completion certificates in the grant area to graduates. The TAACCCT Grant Program Operator views their program as complimentary but not duplicative as they only touch on the basics of this proposed job training subject matter and do not offer any of the certifications that the City proposes to offer.

**c. Required HAZWOPER training:** The City affirms that the required OSHA 40-hour HAZWOPER training has been integrated into the training curriculum and that every candidate entering the program will be required to complete this course.

**d. Federal Funds Requested:** \$200,000 for project period: October 2018-September 2021

**e. Substantial Conformity with Instructions and Format Requirements:** In construction of this proposal, all format requirements have been adhered to, according to Section IV of the guidelines.

**f. Training Curriculum Chart Indicating the Cost of Each Course:** A training curriculum chart indicating the cost of each course and associated cost percentage has been included in section 2 of the proposal narrative.

**g. Target Area and Proposal Submission Requirement:** The City of Springfield Workforce Development-Missouri Job Center serves the Ozark region: Christian,

Dallas, Greene, Polk, Stone, Taney, and Webster counties. The target population that the City of Springfield proposes to serve includes 19 census tracts: 1, 4, 5.01, 5.02, 6, 7, 8, 9, 17, 18, 19, 23, 31, 32, 33, 36, 55, 56, and 58. These census tracts encompass 16 Springfield neighborhoods: Bingham, Doling Park, Downtown, Ewing, Fairfield Acres/Bissett, Fassnight, Grant Beach, Heart of the Westside, Midtown, Robberson, Rountree/Walnut, Tom Watkins, Weller, West Central, Westside, and Woodland Heights. These census tracts and neighborhoods also create the majority of the Northwest quadrant of the City of Springfield, which is referred to as Zone 1. If a candidate comes from outside the census tracts/neighborhoods, but still from within the seven-county region, he/she will still be eligible to enter the program. Priority will be given to the target population. The City of Springfield is not submitting multiple proposals nor was the city a recipient of an EWDJT grant in FY17.

- h. Grants.gov Submission Requirement: The City has applied for this FY18 Environmental Workforce Development Job Training Grant through [www.grants.gov](http://www.grants.gov).
- i. Deadline for Submission of Proposals: The City of Springfield has submitted the proposal application prior to the deadline of December 15, 2017.

C. Grant Type: "Environmental Workforce Development and Job Training Grant."

D. Location: Springfield, Greene County, Missouri

E. Contacts:

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F. Date Submitted: December 14, 2017 via [grants.gov](http://grants.gov)



## Narrative

### 1. Community Need

#### A. Community Description

Located in the Southwest portion of the State, the City of Springfield is the third largest city in Missouri & boasts a population of 163,763 individuals. Springfield is the largest city in the Metropolitan Statistical Area (MSA) & draws a workforce from the area population surrounding the City. High growth industries in the area include Construction, Healthcare, Transportation, Logistics, Advanced Manufacturing, Business Services & Hospitality & Tourism. The latest unemployment ratings show Springfield to have the 3<sup>rd</sup> lowest unemployment rate in the nation of 1.9% (ACS U.S. Census) which presents some challenges since we have identified our target area as having average **unemployment rates** of 11.3% (ACS U.S. Census). In fact, 32% of unemployed individuals in Springfield live in the target area. Other characteristics of the target area include higher incidences of poverty, higher minority population, lower household income & over 50% relying on public services such as public transportation. The **target area consists of the following census tracts within the city limits of Springfield**: Tract 1, 4, 5.01, 5.02, 6, 7, 8, 9, 17, 18, 19, 23, 31, 32, 33, 36, 55, 56, & 58. These census tracts encompass 16 Springfield neighborhoods identified as Bingham, Doling Park, Downtown, Ewing, Fairfield Acres/Bissett, Fassnight, Grant Beach, Heart of the Westside, Midtown, Robberson, Rountree/Walnut, Tom Watkins, Weller, West Central, Westside, & Woodland Heights. The selected census tracts/neighborhoods are either located in or on the boarder of the Northwest quadrant of the City, which is referred to as City Council Zone 1. Priority of service will be given to residents of the target area; however, any resident of the seven-county Ozark Workforce Development area will be eligible to enter the program. **Demographic Need**: The target area has an average **unemployment rate** that is 7% or higher than that of the city, state, & nation at 11.3%. The highest rate of 16.7% is in Census Tract 5.02. The **poverty rate** is more than double of the state & nation. Census Tract 1 reflects a staggering poverty rate of 50.8%, more than three times the national average. As an average, the **percent minority** is nearly 2% higher than the city at 12.7%. Census Tract 5.02 holds the **highest minority rate** at 23.4% & the lowest **median household income** of \$14,542. Of the Census Tracts, Tract 5.02 faces some of the toughest challenges with the highest unemployment rate, the third highest poverty rate at 46.9%, the highest minority rate, & the lowest median household income. The **average median household income** in the target area is less than half that of the nation at \$25,941.95. **Veterans** in the target area total 36% or 4,241 out of Springfield's 11,751 veteran residents. In support of the Workforce Innovation & Opportunity Act (WIOA), veterans will receive priority of service for this proposed training. **Environmental Issues**: Located in Census Tract 33 is the former **Kerr-McGee site**, described as part of a \$5.15 billion settlement, which is the largest environmental clean-up recovery in U.S. history. This area of town experiences a 13.6% unemployment rate, a 46.6% poverty rate, a 14.3% minority rate, & a \$24,250 median household income. The former Kerr-McGee site operations led to **soil & groundwater contamination**, which involved treating wood with creosote. At the edge of this property sits Tom Watkins Park where kids play & family/community gatherings are held. **Potential health problems**<sup>1</sup> associated with creosote exposure could include: lung irritation, blistering, peeling, or reddening of the skin, damage to the eyes, increased sensitivity to sunlight, burning in the mouth & throat, stomach pains, bad skin rash, eye burns, convulsions, kidney or liver problems, unconsciousness or death. Other concerns are the **two Superfund sites** as follows, Compass Plaza Well TCE & Solid State Circuits, Inc, which are located within 20 miles of the target area. See "Environmental Justice Concerns" (page 2) for more environmental issues. Since 2015 the area has

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<sup>1</sup>[http://www.atsdr.cdc.gov/sites/KerrMcGee/docs/Creosote%20Health%20Effects%20\(Tronox\).pdf](http://www.atsdr.cdc.gov/sites/KerrMcGee/docs/Creosote%20Health%20Effects%20(Tronox).pdf)

also been plagued with the following natural disasters,<sup>2</sup> Heavy Rains, Widespread Flash Flooding, & Flooding. Potential outcomes of these types of disasters result in the spread of soil & groundwater contamination. **Social/Public Health:** Since May 2015, the City has been working on initiatives to assist residents determined to be the most in need. After compiling 10 years' worth of data, a trend became evident that Zone 1 had the highest concentration of citizens in need. The selected census tracts/neighborhoods are either located in or on the border of Zone 1. Issues identified from this collection of data include food deserts, areas of low income & **low access to fresh food** for five neighborhoods.<sup>3</sup> Three neighborhoods have been identified as having **low birth weights**<sup>3</sup> of 11.9-14.8 rate per 100 births. **Teenage mothers**<sup>3</sup> age 15-29 have higher birth rates as referenced in the City of Springfield Community Listen report with the highest at a 15.4 rate per 100 births. **Foreclosure**<sup>3</sup> rates in the target area are highest in the Westside neighborhood at 6.61-12.30%. Children who receive **free & reduced lunches**<sup>3</sup> at a rate of 80-100% are found in 14 of the 16 targeted neighborhoods. Two neighborhoods are noted as having **education attainment**<sup>3</sup> rates of 27.9-34.9% for an Associate Degree or higher. **High student mobility rate**<sup>3</sup> into & out of each public elementary school is found at a rate of 81-100% in 14 of the 16 neighborhoods. The current **opioid crisis** is a looming concern for the target area as it has the potential to threaten social/public health and economic standing.<sup>4</sup> "The most recent study put the total cost at \$78.5 billion in 2013 and the crisis has grown significantly since then, implying substantial costs to both employers and the public sector."<sup>5</sup> The opioid crisis has the potential to become an environmental concern if the drugs are not properly disposed of in "Drug Take Back programs."<sup>6</sup> **Economic Conditions & Challenges:** The target area has also been negatively impacted due to plant closures, resulting in permanent layoffs and relocations outside of the United States. The total number of individuals affected by these layoffs **total 4,178**. It has been reported that many area companies have indicated to the Springfield Chamber of Commerce that one of the biggest challenges they face is the lack of skilled workers. A major concern is the lack of funding available for workforce development programs.<sup>7</sup> Funding through EWDJT will help support and increase the number of skilled workers in the target area. **Environmental Justice Concerns:** The impact of vacant, underutilized sites due to potential environmental problems is substantial in the target area. Within the target area there are more than 500 estimated properties that need assessments prior to redevelopment. Under previous grants, just over 260 of these properties have been assessed to date. The most recent assessment grant completed 56 Phase I's & 30 Phase II's. Cleanup plans were prepared for three sites. Several Phase I's previously completed need Phase II's. Of properties assessed under the current assessment grant, three have completed cleanups, 17 are in the cleanup planning stages, & redevelopment is underway on dozens more. Given the statistics on unemployment & poverty, the target area is most at need & most affected by the City's assessed Brownfields. The Missouri Job Center works in coordination with the City's Planning Department, which manages this EPA **Brownfields Assessment** Grant and entails the same target area as this proposed project. **Recruit & Train:** As referenced in Section 4.B. recruitment efforts will be made through key partners. Community Partnership for the Ozarks, the Drew Lewis Foundation, the Neighborhood Advisory Council & the Zone 1 Councilwoman will help effectively recruit in the targeted area. Head Start has approximately 300 low

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<sup>2</sup> [http://sema.dps.mo.gov/maps\\_and\\_disasters/disasters/](http://sema.dps.mo.gov/maps_and_disasters/disasters/)

<sup>3</sup> <http://www.springfieldmo.gov/2794/Community-Listen-Events>

<sup>4</sup> <https://missouriopioidstr.org/>

<sup>5</sup> <http://www.businessinsider.com/heres-how-the-opioid-epidemic-is-damaging-the-us-economy-2017-7>

<sup>6</sup> <https://blogs.fda.gov/fdavoices/index.php/tag/opioids/>

<sup>7</sup> <https://springfieldcommunityfocus.org/>

income families in the targeted area. The Missouri Job Center (MJC) has Veteran Representatives that make weekly outreach efforts to the recruit veterans of the community. Also, the Missouri Work Assistance program from the MJC has two sites in the target area to outreach/support TANF recipients towards self-sufficiency. With increased need in the target area/neighborhoods/Zone 1, the MJC opened a satellite North office in the target area to meet workforce development needs of residents. Outreach & recruitment will also be made through this office, as well. By providing training to this target area, candidates will graduate with technical skills to obtain jobs, which will help decrease poverty & unemployment & help increase median household wages (Section 4.A.).

	Targeted Community*	Springfield, MO	Statewide	National
Population:	69,441 <sup>1</sup>	163,763 <sup>1</sup>	6,045,448 <sup>1</sup>	316,515,021 <sup>1</sup>
Unemployment:	11.3% <sup>2</sup>	1.9% <sup>4</sup>	3.5% <sup>4</sup>	4.1% <sup>4</sup>
Poverty Rate:	35.8% <sup>2</sup>	25.7% <sup>2</sup>	15.6% <sup>2</sup>	15.5% <sup>2</sup>
Percent Minority:	12.7% <sup>1</sup>	10.9% <sup>1</sup>	17.4% <sup>1</sup>	26.4% <sup>1</sup>
Median Household Income:	\$25,941.95 <sup>2</sup>	\$33,557 <sup>2</sup>	\$48,173 <sup>2</sup>	\$53,889 <sup>2</sup>
Veterans:	4,241 <sup>3</sup>	11,751 <sup>3</sup>	451,342 <sup>3</sup>	20,108,332 <sup>3</sup>
<sup>1</sup> Data are from the 2011-2015 American Community Survey & are available on American FactFinder at <a href="https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_15_5YR_DP05&amp;src=pt">https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_15_5YR_DP05&amp;src=pt</a> <sup>2</sup> Data are from the 2011-2015 American Community Survey & are available on American FactFinder at <a href="https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_15_5YR_DP03&amp;src=pt">https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_15_5YR_DP03&amp;src=pt</a> . <sup>3</sup> Data are from the 2011-2015 American Community Survey & are available on American FactFinder at <a href="https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_15_5YR_S2101&amp;prodType=table">https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_15_5YR_S2101&amp;prodType=table</a> <sup>4</sup> Data are from the Bureau of Labor Statistics (10/2017) & are available at <a href="https://www.bls.gov/cps/">https://www.bls.gov/cps/</a> *The City of Springfield’s Department of Workforce serves a seven-county region: Christian, Dallas, Greene, Polk, Stone, Taney, & Webster County. The targeted community will be the focus, but the City will also consider candidates within its service area. Facts for the targeted community are averaged rates from all 19 census tracts.				

**B. Labor Market Demand**

As a result of expanding our reach to new employers from the current FY16 grant, greater need was determined in environmentally related positions within the construction industry. With this information, the Missouri Job Center reviewed data from the Missouri Economic Research and Information Center (MERIC). MERIC projects long term (2014-2024) employment opportunities based on wages, growth and openings. Data from MERIC was gathered initially in the Summer of 2015 for the FY16 application with follow up research in the Fall of 2017 for labor market information to view occupations on an “A” to “F” scale related to environmental work.

- Construction Laborers earned a “B+” grade with a mean wage of \$36,199, a 23.12% growth rate, and 510 growth and replacement openings for a total of 1,459 jobs in the Ozark Region.
- Hazardous Materials Removal Workers earned a “B” grade with no data present for percent growth rate, wage, or openings.

- Carpenters earned a “B+” grade with a mean wage of \$43,118, 15.61% growth rate, and 436 growth and replacement openings for a total of 1,859 jobs in the Ozark Region.
- Environmental Science and Protection Technicians, including Health, earned a “C” grade in the Ozark Region with a mean wage of \$39,485.

Missouri Job Center staff conducted a survey in October 2015 and in October 2017 to gauge employer interest and to find the most needed certifications. Ten employers completed the 2017 survey, indicating the most needed certifications. Employing the use of a five-point Likert Scale with options of not beneficial/interested, slightly beneficial/interested, moderately beneficial/interested, very beneficial/interested, and extremely beneficial/interested, 30 percent of respondents noted it was extremely beneficial for their employees to have certifications as referenced in Section 2 Training Program Description. Forty percent noted it to be very beneficial, and 30 percent expressed it to be moderately beneficial. Total respondents in the 2015 survey forecasted potential to hire 53-56+ graduates within a two-year period. For the 2017 survey, employers predicted a **potential to hire 298+ participants (Section 6.C.)** with these certifications. Employer support reached 90% to have a seasoned staff member mentor newly hired graduates from this training program. Three respondents indicated that hiring individuals with criminal backgrounds was not an issue, three stated they could hire felony or misdemeanor convictions dependent on the charge, two indicated it would depend on a case by case basis, and two indicated their company would not be able to hire felons. The results of the Likert scale coupled with the openness to hire individuals with criminal backgrounds and the amount of projected hires indicate a substantial rate of success for candidates to obtain employment after going through this training program. The curriculum was developed directly from these labor market assessments.

## **2. Training Program Description**

CDL training encompasses 43.2% of the total grant budget in the 2016 grant, however for the purposes of the FY18 application, CDL training will be supported by funding through existing Workforce Innovation Opportunity Act (WIOA) Adult and Dislocated Programs and the Missouri Skill Up Program. By sustaining the CDL through other funding sources, the Job Center added other certifications to the proposed training. Based on current grant outcomes and continued Labor Market Information (LMI) research, the proposed training will shift to certifications tied to green-related jobs within the construction industry. Added trainings that are new from the FY16 to the FY18 proposal include: Mold Abatement, Flagger certification, Bloodborne Pathogens, and Silica training. These certifications are related to environmentally-related positions with environmental companies and companies in the construction industry as indicated in employer support letters. Crystalline Silica is found in materials like concrete, stone, mortar, and sand. Since most OSHA enforcements began on September 23, 2017, the Carpenter and Laborer Union contractors need this Silica certification for workers. When construction goes into demolition, renovation, remediation, etc., the silica particles get carried through the dust potentially causing silicosis, lung cancer, chronic obstructive pulmonary disease (COPD), and kidney disease.<sup>1</sup>

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<sup>1</sup><https://www.osha.gov/dsg/topics/silicacrystalline/>

Course Name	Awareness or Advanced Level Training	State or Federal Recognized Certification	# of Hours	Start Date-End Date	# of Times Course will be Offered	Training Provider	Cost of Course	Percent of Grant Budget
40 hr OSHA HAZWOPER	Advanced	Federal	40	1/1/19-6/30/20	4	Environmental Works	\$22,120.00	11.1%
OSHA 10	Advanced	Federal	10		4	Southwest Missouri Safety Company (SWMSC)	\$7,000.00	3.5%
Trenching/Excavation	Advanced	Federal	4		4	SWMSC	\$7,560.00	3.8%
Confined Space	Advanced	Federal	8		4	Environmental Works	\$7,000.00	3.5%
Lead Renovation, Repair, and Painting (RRP)	Advanced	State	8		4	SWMSC	\$10,920.00	5.5%
Lead Abatement Worker Cert. Initial	Advanced	State	24		4	SWMSC	\$22,120.00	11.1%
Asbestos Worker/Handler	Advanced	State	32		4	SWMSC	\$30,520.00	15.3%
Mold Abatement	Advanced	IICRC based certification	11		4	Sunbelt	\$15,400.00	7.7%
Flagger	Advanced	Federal	3		4	SWMSC	\$5,320.00	2.7%
Bloodborne Pathogens	Advanced	Federal	2		4	SWMSC	\$3,640.00	1.8%
Forklift Driver	Advanced	Federal	4		4	SWMSC	\$7,000.00	3.5%
First Aid/ CPR	Advanced	Federal	6		4	SWMSC	\$3,640.00	1.8%
Silica	Advanced	Federal	8		4	Carpenter Union	\$3,920.00	2.0%
<b>Totals:</b>			160			4		\$146,160.00

The proposed curriculum is comprehensive to include various needs from different employers of the local economy. Using the current EWDJT grant, Job Center staff reviewed potential training providers: Southwest Missouri Safety Company, Environmental Works, Sunbelt Environmental Services, Ozarks Technical Community College and the Carpenters Union. Preliminary criteria used to select training providers included: company interest to provide the training, price comparisons made when duplicated trainings were offered to ensure cost effective budget use, proximity to targeted community, and curriculum comparison. Preliminary selections were made through Environmental Works, Inc., Southwest Missouri Safety Company, Sunbelt Environmental Services and the Carpenters Union based on the above criteria. Local employers have detailed the scope of training through survey responses, and all can provide the proposed relevant courses. Federal procurement requirements will be met upon award. Environmental Works Inc., Southwest Missouri Safety Company, Sunbelt Environmental Services,

and the Carpenters Union have advised that all fees including, licensing and certification are included in the training cost and that no other fees would be required of the participant. To aid in sustainability practices during the training, Southwest Missouri Safety Company has indicated that they reuse all training materials and equipment except the following: tape, plastic sheeting, student manuals, student Tyvek suits, respirators, material used to build deconstruction rooms, simulation material for encapsulation, paint, and windows. Employers have identified similar and unique certifications through survey responses to ensure applicable hiring needs are met. The certifications are directly linked to the surveyed employer’s top needed certifications, ensuring that graduates can obtain employment with the certifications being proposed for training. All candidates entering training will have one week of training from the leveraged Change 1,000 Skills Academy (Section 4.C.). All candidates will then enter the proposed certification portion of training for 160 hours of training. The entire program totals 5 weeks/200 hours. The certifications received in the training portion are advanced and include the following nationally recognized certifications: OSHA HAZWOPER (40), OSHA 10 (10); Trenching/Excavation (4); Confined Space (8); Mold Abatement (11); Flagger (3); Bloodborne Pathogens (2); Forklift (44); First Aid/CPR (6); and Silica (8). State recognized certifications include: Renovation, Repair and Painting (8); Lead /Asbestos Abatement Worker Certification. Initial (24); Asbestos Worker/Handler (32). **The Mold Abatement** training is based off of IICRC Certification Training. Preliminary training providers selected have a max class size of 20 candidates per training. To incorporate all 56 proposed, candidates, each course will be offered twice a year with 14 candidates per cohort. The total program cost per **one cohort of 14 people is \$36,540.00**. With four cohorts, the **total contractual costs are \$146,160.00**. All proposed training correlates to Brownfields Hazardous Waste Assessment and Cleanup training, including petroleum cleanup training and no other types of trainings as referenced in Section I.B. and II.A. Training will be offered Monday through Friday during the day. Upon completion of the training, a graduation ceremony will be conducted to promote accomplishment, pride, and visibility within the community. In correspondence with the Missouri Job Center Business Services Team, a hiring event will also take place for the graduates to connect, provide resumes, and possibly on the spot interviews with local environmental employers for immediate employment potential.

The budget request is as follows:

**3. Budget**

Project Funding	Project Tasks				
	Outreach and Recruitment	Instruction/ Training	Program Management	Placement & Tracking	Total
<b>EPA Project Funding</b>					
Personnel			\$21,229		\$21,229
Fringe benefits			\$13,682		\$13,682
Travel			\$5,800		\$5,800
Contractual		\$146,160			\$146,160
Supplies	\$3,000	\$1,076		\$1,671	\$5,747
Other		\$7,382			\$7,382
<b>Total EPA Funds</b>	<b>\$3,000</b>	<b>\$154,618</b>	<b>\$40,711</b>	<b>\$1,671</b>	<b>\$200,000</b>

**Personnel-** The Senior Workforce Development Specialist will provide grant management, including but not limited to reporting and tracking. Senior Specialist base salaries estimated to be 20% of annual

salary for the first two years and 10% for the third year of the grant. (YR1 \$8,212) (YR2 \$8,607) (YR3 \$4,410)

**Fringe benefits-** Senior Workforce Development Specialist fringe benefits related to base salary including retirement contribution, FICA contribution, health insurance contribution, and workmen’s compensation contribution for all three years of the grant. (YR1 \$5,293) (YR2 \$5,547) (YR3 \$2,842)

**Travel-** Travel to the Annual Environmental Job Development All-Grantee Meeting for three years for the project director and one other staff, and additional travel as needed for program outreach and grant management. (YR1 \$1,934) (YR2 \$1,933) (YR3 \$1,933)

**Contractual-** All program training will be performed by contractors. All 56 candidates will receive the following training: OSHA HAZWOPER (40hrs) projected at \$22,120 (\$395/person); OSHA 10 (10hrs) projected at \$7,000 (\$125/person); Trenching/Excavation (4hrs) projected at \$7,560 (\$135/person); Confined Space (8hrs) projected at \$7,000 (\$125/person); Lead Renovation, Repair, and Painting (RRP) (8hrs) projected at \$10,920 (\$195/person); Lead Abatement Worker Cert. Initial (24hrs) projected at \$22,120 (\$395/person); Asbestos Worker/Handler (32hrs) projected at \$30,520 (\$545/person); Mold Abatement (11hrs) projected at \$15,400 (\$275/person); Flagger (3hrs) projected at \$5,320 (\$95/person); Bloodborne Pathogens (2hrs) projected at \$3,640 (\$65/person); Forklift (4hrs) projected at \$7,000 (\$125/person); First Aid/CPR (6hrs) projected at \$3,640 (\$65/person); and Silica (8hrs) projected at \$3,920 (\$70/person). Each cost of training includes costs of certification, and licensing. There are no additional charges that the participant should incur.

**Supplies-** Outreach and recruitment design, marketing, printing supplies, and postage. (YR1 \$1,500) (YR2 \$1,500). Orientation supplies, instructional aides, and supportive materials for training program. (YR1 \$538) (YR2 \$538). Supplies needed for combined graduation and employer hiring fair to connect program graduates and employers. (YR1 \$835.5) (YR2 \$835.5).

**Other-** Transportation support costs in the form of transportation reimbursement to participants not to exceed \$25 per week of training. 5 weeks training x \$25 transportation reimbursement x 56 trainees = \$7,000. (YR1 \$3,500) (YR2 \$3,500). Drug testing to enter the program for 66 people at \$27 per person for a total of \$1,782 (YR1 \$891) (YR2 \$891). This will allow extra testing as needed in case some participants fail a drug test.

Budget funds have been proposed to effectively operate the grant for the three-year duration. With 73.1% of funds going directly to training, the enrolled participants are the main recipient of EPA’s investment in the Springfield community. The Finance Department in the Missouri Job Center will continue to manage and monitor expenditures to ensure spending stays within cost parameters.

**4. Program Structure, Anticipated Outputs and Outcomes**

**A. Outcomes and Outputs**

# of Participants Recruited and Screened	Overall # of Participants Enrolled in Program	# of Graduates Completing Program	# of Graduates Placed in Environmental Positions	# of Graduates Not Placed but Pursuing Further Education
<b>180</b>	<b>56</b>	<b>50</b>	<b>35 (70%)</b>	<b>3</b>

**Outputs-** The City of Springfield’s Department of Workforce Development has completed extensive initial research to indicate that the proposed funding amount would be sufficient to achieve proposed goals. Seventy-three percent of the budget is slated for direct training costs with the remaining funding designated to ensure successful program support. With active partnerships possessed (Section 4.B), the Job Center would be able to recruit the proposed 180 candidates. With community and program support (Section 4.C.), candidates should be able to maintain support needed to complete

the proposed training program at a minimum rate of 50 graduates. With the graduation, hiring event (Section 2) and expressed support to the program from employers (Section 6.C.), the Job Center would ensure a minimum 70 percent placement rate. The Job Center will also make use of ACRES to keep track of progress and report outputs to EPA. Through collaboration with community members and employers, the timeline to complete proposed outputs and outcomes (Attachment 3-Milestones) is clearly identified, detailed, and realistic. The program director will also maintain tracking, using spreadsheets and the jobs.mo.gov website used for Missouri Job Center data entry and participant tracking.

**Outcomes-** Graduate follow up will be maintained for a minimum of one year to be able to evaluate successful graduate placements. As referenced in EPA's strategic plan **Objective 3.1 (Promote Sustainable and Livable Communities)**, the proposed training will afford local opportunities to residents to maintain livable wages for themselves and their families. Graduates of the current EWDJT grant have average wages trending at \$14.18 per hours. It would be expected that future graduates would be able to maintain this average wage of employment. These types of employment opportunities would improve **unemployment and family poverty rates** while **increasing median household income**. An increase in household income could **reduce the need** for children in the targeted community to receive **free and reduced lunches** as well as **reduce the rate of foreclosures**, which could **reduce the high student mobility rate**. **Objectives 3.2 (Preserve Land) and 3.3 (Restore Land)** can be met with workers available to assist in remediation activities at the Greenfield Multistate Trust (former Kerr-McGee), the Superfund sites, and the property assessments and cleanup sites from EPA's **Brownfields** Assessment Grant (Section 1A EJ concerns).

## **B. Recruitment and Screening**

**Recruit/Market-** Upon announcement of award, the program director will engage the key partners involved and begin outreach activities. The City will actively engage recruitment strategies to engage the target population upon receiving program funds. Flyers will be developed and distributed to community members and businesses, social media outlets will be engaged including but not limited to Facebook, Website, and Text messaging, information will be presented on the Missouri Job Center's website for both employers and job seekers, and a press release will be distributed to local media outlets. In August and September, program staff will attend 11 normally held **Neighborhood Night Out events**. These events are held **in the target area** to provide meals, resources, and services to residents, many of whom are unemployed, underemployed, veterans, or ex-offenders. Program staff will actively recruit these residents for this training opportunity. OACAC Head Start, which provides childcare for low income families, will distribute flyers to their facilities, which serve approximately 300 children and their families within the target area. The Drew Lewis Foundation located in the Grant Beach neighborhood that aims to improve the quality of life in under-served urban neighborhoods, will advocate to the local community about this training opportunity. Community Partnership of the Ozarks, whose mission is to facilitate and promote resilient and healthy families, strong neighborhoods and communities through collaboration, programming, and resource development, will endorse the job training grant to clients and other partners. Zone 1 Councilwoman, Phyllis Ferguson, plans to make use of social media through the Zone 1 Facebook page to recruit individuals. Additionally, other departments within the Missouri Job Center will advertise to their respective clients including the following: the Missouri Work Assistance who manages Temporary Assistance for Needy Families (TANF) work requirements; the Youth Department, which serves at risk youth 16-24 years old; the Job Services Team, who sees regular walk-ins; the Veteran staff, that advertise to their clients at recruitment events they attend; Ex-offenders will be made aware of the opportunity in the Job Center APPLIE (About Persons with Past Legal Issues) workshop; and Required Job Service (RJS), who sees all new unemployment recipients at their fourth week of unemployment to educate them on how to job search and to provide services to them. Staff will also explore marketing through targeted Facebook and radio advertising.

**Screening** - The recruitment methods will invite anyone potentially interested in this job training opportunity to an initial informational session to obtain more information about the training and what could be expected. Those still interested after informational sessions, will fill out an application and assessment questionnaire to assess initial interest, need, and suitability to the program. Applicants must be 18 years or older and must have a high school diploma/ high school equivalency. Applicants must have a valid driver license. After application to the program, candidates will complete the National Career Readiness Certification (NCRC) assessment to obtain baseline capability. In extenuating circumstances, the NCRC may be waived or replaced with a different assessment based on client need/availability. A replacement assessment could include but not be limited to Talify, TABE, Missouri Connections, or previously completed higher education credits/certificates/degrees. Selected candidates will be invited to interviews and try outs to be evaluated by a committee for criteria such as team work, punctuality, and attitude. This committee will be comprised of Advisory Board members, including Job Center staff, trainers, employers, or other advisory board members (Section 6.C.) as personnel are available. Final candidates will be invited to complete and must pass a drug screen to be selected into the training program. At each stage, any candidates that are no longer interested or not selected to the next level of screening will be referred to other Missouri Job Center services.

**Retention and Attrition**- In addition to the above screening process, which will assist to select the best candidates suitable for the training opportunity, candidates will continue to be referred to supportive services to ensure continued participation and completion of the program. All candidates that attend an information session will receive a resource packet with resources including but not limited to the following: employment agencies, dental/medical referrals, childcare, veteran resource organizations, housing, family support division services, a free phone/minutes application, counseling, food pantries, and more. Transportation reimbursement will be made available through grant funds. Other supportive services might include referrals to supporting agencies for childcare, food bank, counseling, housing, and/or other referrals as needed.

**Fees**- All fees including licensing, certification, and medical exams are included in the training costs from grant funds and would not burden the participant.

**Facilities**- Training is currently planned to be in four separate locations. Environmental Works is located within the target area and within walking distance of the nearest public bus stop. Sunbelt Environmental is only .2 miles outside of the target area and only .2 miles from the nearest bus stop. The Carpenters Union is 1.7 miles away from the target area. Southwest Missouri Safety Company is an average of 10-20 miles away from the targeted community. They are willing to do some of the training at the other facilities listed above, but will need to complete the Lead RRP, Lead Abatement and Asbestos Abatement at their facility due to the need for “hands-on” training associated with those trainings. Transportation assistance is available to assist client retention in the program. Other City department facilities will be used as alternate sites should the need arise. These facilities are located within city limits and within reasonable distance of bus routes.

### **C. Program Support**

All participants enrolled into the Environmental Workforce Development Job Training Program will go through a week of training referred to as **Change 1,000 Skills Academy** as developed by the Workforce Development Board and the Missouri Job Center. Change 1,000 is an innovative workforce development program designed to close the skills gap and create career pathways for individuals. The outcome of the Academy will be individuals equipped with the skills needed to compete for good jobs. Change 1,000 encompasses a curriculum of **soft skills, job readiness and financial literacy**. The soft skills workshop is prepared and leveraged by Bryan University to teach candidates how to communicate effectively, conflict resolution, team work, how to develop good habits, attitudes, beliefs and expectations. It will assist clients to develop personal and professional goals. All candidates will receive

**financial literacy** courses taught by Regions Bank at no charge (letter of support available upon request). All candidates will also learn **job readiness techniques**, including resume writing, interview techniques and professionalism. These job readiness techniques will be taught by Missouri Job Center staff at no charge to the EWDJT grant. The Missouri Job Center is considered a One-Stop Center, offering numerous resources/services for program candidates. Candidates can access the Career Closet to obtain **free interview clothing**. An **A.P.P.L.I.E. (About Persons with Past Legal issues in Employment)** workshop is available to all job seekers. **Adult Education and Literacy** classes are offered to those needing their High School Equivalency. **Family Support Division and WIC** (Women, Infants, and Children) are partners located in the Job Center for those needing to register for **Childcare Assistance, Medicaid, Medicare, SNAP** (Supplemental Nutrition Assistance Program, formerly Food Stamps) benefits, **TANF** (Temporary Assistance for Needy Families), and **nutrition education**.

In addition to these services, the Missouri Job Center will continue to work with engaged employers to connect graduates to employment. After graduation, a hiring event will be held for the graduates with engaged employers to assist with initial job placement. For those that qualify for WIOA, Workforce Innovation and Opportunity Act, On the Job Training (OJT), placement could be an option post-graduation to provide additional support and training to the candidate. On the Job Training allows a candidate to work and earn a wage while continuing to learn needed tasks to continue to be successfully employed. Working with the Local Laborer and Carpenter Unions, a main goal will be to get graduates into a Registered Apprenticeship (RA) with those Unions. Like the OJT, RA's allow candidates to work and earn a wage while continuing to learn skills to be successfully employed. The Missouri Job Center will contact graduates quarterly at minimum for continued tracking/support for a minimum of one year. The Business Service Team (BST) at the Missouri Job Center currently and actively has established relationships with local employers to advertise about the Work Opportunity Tax Credit (WOTC), which is a Federal tax credit available to employers for hiring individuals from certain target groups who have faced significant barriers to employment. The BST will continue to provide information about the Work Opportunity Tax Credit that potential employers could access by hiring graduates of this grant program.

#### **D. Program Sustainability**

Program sustainability has been an integral part of the discussion with employers through the development of this program. The need for trained individuals in this industry has been recognized through the employer surveys. Employers like Environmental Works and Gerken have discussed their desire to promote from within their companies. The Carpenters and Laborers Union offer Registered Apprenticeships. These opportunities will assist to design a career pathway for the candidates that complete this program. As those candidates move up in the field, more entry-level positions will open for new employment opportunities in the community. Current plans to sustain the environmental job training program are being explored through Department of Labor Adult and Dislocated Worker Program funding streams at the Missouri Job Center. Connections and partnerships have already been created in the local community and employers. The award for this proposal would provide opportunity for continued development. One way sustainability has already been accomplished involves the CDL training from the current EWDJT grant (Section 2). This is realistic and detailed in the fact that current WIOA Adult/Dislocated and Skill Up funds are being utilized to provide CDL training to Job Center clients.

### **5. Programmatic Capability**

#### **A. Grant Management System**

This grant will be managed by the Missouri Job Center's Workforce Development staff with assistance from the existing Brownfields Committee. All staff involved are part of the Advisory Committee established to develop the program and provide program management and oversight for the

grant. The Committee includes Workforce Development Staff, the City's Brownfields Committee Members (the Brownfields Coordinator and Environmental Engineer), City's Director of Environmental Services, Bryan University, Southwest Missouri Safety Company, Environmental Works, Sunbelt, Gerken, Sun Solar, Zone 1 Councilwoman, the Drew Lewis Foundation, and the Neighborhood Advisory Council.

The City of Springfield Department of Workforce Development has administered workforce development programs for over 47 years. Through the recognized Workforce Investment Act and now Workforce Innovation and Opportunity Act (WIOA) Adult and Dislocated Worker Programs, the department has successfully completed numerous grants and projects. Among these are four National Emergency Grants (NEGs), partnering with area local government agencies; and award winning On-the-Job (OJT) programs, working with veterans, dislocated workers, and local businesses. In addition, the Department was awarded an America's Promise Grant in 2016 in the amount of \$3 million to train in three healthcare tracks: Behavioral Health Support, Associate in Science Degree Nursing, and Certified Nursing Assistant. The goal of placing individuals on a career pathway to help alleviate the shortage in healthcare was paramount for the grant and is showing promising results. The Department has operated other successful grants such as the Skilled Workforce Initiative Incumbent Worker project with a consortium of partners, including Cox Health (which was recognized by the State for this project), Ozark Technical College, Cox College of Nursing and Health Sciences, and the Ozark Regional Economic Development Partnership. Evidenced through 47 years of successful administration and management of federal grants, the City of Springfield brings a robust and capable financial management system, coupled with the capacity to implement workforce training programs through seasoned and knowledgeable staff. Additionally, the City of Springfield is recognized for its collaborative spirit as an organization and brings a host of partners and resources to this project. Furthermore, the City's Finance Department manages an annual budget of \$300 million for 21 departments. The Finance Department has been recognized on several occasions and has received numerous awards for fiscal management.

The Department of Workforce Development is led by Director Mary Ann Rojas and Assistant Director Sally Payne. Together, they bring numerous years of workforce experience, as well as grant management. While in Texas, Ms. Rojas was successful in obtaining and implementing grants such as a \$4 million H1B grant that assisted nursing education, a faith-based initiative grant in the amount of \$475,000, an entrepreneurship project grant of over \$350,000, and several others. They charge the Training Team, led by Tracy Polk and her Senior Workforce Development Specialist, Isaac Weber, with the planning and implementation of this grant. Mr. Weber will continue in the role of project director to coordinate and manage the grant. Mr. Weber has been instrumental in the success of the first Green for Greene Initiative EPA EWDJT grant and has been commended for his efforts by the advisory committee. Mr. Weber has set a high bar for anyone to follow and has drawn on the expertise of others as needed. As with the first grant, other Training Team members shall be available as the need arises. The Brownfields Coordinator is a Senior Planner position with 16 years of community planning experience and 11 years' experience with Brownfields and other grant management; has managed assessments on over 200 properties and 11 cleanups to date. The Coordinator will provide continued guidance and support to the Workforce Development staff charged with project management.

The City of Springfield has a policy for carrying out activities under current and future brownfields grants contained within an Economic Development Incentives Policy Manual adopted by City Council on February 22, 2011, and revised in 2014. Project leadership for this grant is expected to remain in place throughout the grant period, but in the event of staff turn-over a replacement would be appointed by the Director of Workforce Development.

## **B. Organizational Experience**

The Missouri Job Center currently operates an FY16 EWDJT grant with similar certifications being offered for this proposed FY18 opportunity. Sufficient progress continues to be made on the

current FY16 grant (Section 5Di). As the operator of the Workforce Innovation and Opportunity Act (WIOA) programs and other workforce programs through the Missouri Job Centers, the Department of Workforce Development has established community partnerships throughout the seven-county region it serves. Partners range from community action organizations and citizens to area Chamber of Commerce and employers. Members of the Job Center Leadership Team serve on local committees including those addressing poverty, diversity, economic development, and education. In addition, the Environmental Job Training Grant Advisory Committee has a combined 200+ years of experience.

Funding through WIOA has allowed the Department of Workforce Development to work with many education institutions and training providers to provide a variety of training opportunities to those in our region. This has been accomplished through classroom, on-the-job training, and work experience opportunities. Through the third quarter of program year 2016 (July 1, 2015 to March 31, 2016), over 446 individuals completed training.

Under the current grant, the Department of Workforce Development gained valuable knowledge on how to secure qualified trainers. From this process, we have a current list of potential vendors. The Missouri Job Center will continue to outreach to potential DBE/WBE vendors. Preliminary criteria used to select training providers included: company interest to provide the training, price comparisons made when duplicated trainings were offered to ensure cost effective budget use, proximity to targeted community, and curriculum comparison. Preliminary selections were made through Environmental Works, Southwest Missouri Safety Company, Sunbelt Environmental Services, and the Carpenter's Union based on the above criteria. All have the capability to provide the needed training. Upon award, staff will ensure that Federal procurement requirements have been met.

### C. Audit Findings

The City of Springfield has received numerous awards for fiscal management. The Department of Workforce Development has had no audit exceptions in local, state, or federal audits, and the City qualifies as a low-risk auditee. The Department of Planning and Development, the same department responsible for the Brownfields Program and assisting with this grant, has successfully managed \$70 million in federal Community Development Block Grant funds since the program's inception in 1975. In 1984, the department began managing a Loan Program which today consists of a \$40 million portfolio.

In Spring of 2008, a State audit was performed that did list findings and recommendations related to City loan programs (but **did not list any findings pertaining to the Brownfields Program**) that the City has since **remedied with new software that has been developed and is now in use addressing all the auditor's concerns about the system**. In June 2008, HUD conducted a "monitoring" of the City programs which listed findings that have since been corrected to HUD standards. Although not an actual audit, it did review environmental programs including Brownfields which was noted as a very positive contribution to environmental quality for the City and did not warrant any findings. A program review of the Brownfields Program was conducted in August 2010 by EPA Region 7 and resulted in positive feedback with no adverse findings. **There have been no adverse audit findings related to brownfields**. The same conscientious team-based management model that has made our programs successful thus far will be used in managing this grant.

### D. i. Past Performance and Accomplishments-

The City of Springfield was a recipient of EPA's FY16 EWDJT grant. Currently the funds remaining for this grant total \$116,932.27. Personnel and Fringe remaining funds total \$9,741.39 to continue to operate the current grant. The travel budget remains at \$3,452.06 to allow staff to travel to the Annual All-Grantee conference and local travel mileage to operate the grant program. The supply budget remains at \$3,689.32 to provide outreach, marketing, recruitment, training supplies for one more cohort of training, and supplies needed for one more graduation/hiring event. Contractual costs remain at

\$96,359.50. This is high due to the fact that 83.5% of the current budget went directly toward training costs. This will be expended with the last cohort to complete training. The “Other” line item remains at \$3,690.00 to provide drug tests and transportation reimbursement to the last cohort of this training program. The current grant remains in compliance with the work plan, schedule, and terms and conditions. Sufficient progress continues to be made toward the current grant goals as coordinated with current EPA project manager.

All quarterly and annual reporting in the Assessment, Cleanup and Redevelopment Exchange System (ACRES) has been submitted timely as required by the grant. Data currently in ACRES is updated and accurate at the time of this proposal. The number of participants committed to complete training in the proposal and the approved work plan are the same at 50 candidates. The number of participants committed to be placed in employment in the proposal and the approved work plan are the same at 35 candidates. The current number of candidates trained is 23 candidates with 19 receiving initial environmentally related employment. The current grant needs to have 27 candidates complete training for the 2018 cohort. Measures have been put in place to assist grant management to meet these goals as indicated in quarterly reporting.

Grant #	Project Period	Funds Expended	# of Participants Trained	# of Participants Placed	% placed in full-time employment	Data Updated in ACRES (Yes/No)
JT-97755901	10/01/16 - 9/30/19	\$83,067.73	23	19	83%	YES

**6. Community and Employer Partnerships**

**A. Collaboration with Entities Involved with Local Remediation Activities and Environmental Projects**

Since researching the first EWDJT grant in the Summer of 2015, the Missouri Job Center has been in partnership with Olivia Hough with the City of Springfield’s Planning Department. Olivia is the City’s Brownfields Coordinator, who has operated the EPA assessment, revolving loan fund, and clean up grants. Since 1999, the City of Springfield has been awarded sixteen grants to perform assessments. Five grants, totaling \$1.6 million, have been received for environmental cleanup since 2009. Drawing on Ms. Hough’s expertise, staff members could connect with regional and national experts in the realm of Brownfields and environmental cleanup. In the City’s current proposal for another Assessment grant, the City anticipates that 40 properties will be assessed and 10 properties will receive cleanup planning. With the close partnership between two City Departments and having the same target areas, the Missouri Job Center will be able to stay updated on current projects afforded from Ms. Hough’s work. This will allow continued opportunity for our graduates to have potential employment through these cleanup efforts. In the work going on at the Kerr McGee facility (p. 2, environmental issues), Environmental Works has been hired as the contractor. Environmental Works has been in partnership with the Missouri Job Center for our first grant as a trainer for the program and they have hired one candidate from the first cohort. Partnership with Environmental Works continues into this grant proposal as a trainer and potential employer of future graduates.

The Department of Workforce Development has a long-standing relationship with the Springfield Area Chamber of Commerce, as well as several other chambers and economic development entities throughout the Region. The Department of Workforce Development is the operator of the Missouri Job Center, which is a Workforce Innovation and Opportunity Act One-Stop Center. Through the Job Center partnerships, we added 39 other employer partnerships to help employ current

graduates. The Department has also received state recognition for innovative partnerships and projects and have been asked to present information and best practices at national conferences.

### **B. Community Partnership Building**

As the operator of the One-Stop-Missouri Job Center, the City of Springfield, Department of Workforce Development also staffs the Ozark Region Workforce Development Board. The Board has been notified of the grant and has indicated its support of the application as evidenced in the support letter submitted. Regular updates will be provided to the Board. As the operator of the One-Stop Job Center, we will be able to seamlessly offer the Job Center services (i.e. workshops, resume preparation, job search assistance, etc.) to each program participant and, for those who qualify, offer additional services through the Workforce Innovation and Opportunity Act, which may include supportive services as appropriate. In addition, onsite AEL classes are available leading to GED attainment.

Bryan University has been a partner with the Missouri Job Center for the past few years and has offered **leveraged** soft-skills training to each participant of the program. The need for soft skills has been voiced by many employers as evidenced in our annual Momentum State of the Workforce Survey. Preliminary training providers, Environmental Works, Southwest Missouri Safety Company, Sunbelt Environmental Services, and the Carpenters Union have indicated capability to provide needed training. A letter of support and intent has been included for all the above training providers.

Preferred Family Healthcare is the current provider of WIOA youth services and housed at the One Stop. In addition to youth services, they offer a variety of services that will be available to participants in the program. Preferred Family Healthcare has provided a letter of support outlining the services available, including substance use treatment and recovery services. Mr. Peter Radecki, Neighborhood Advisory Council (NAC) Chair, has added his support to this endeavor. He is a current member of the Advisory Board for this grant. The NAC is comprised of 17 neighborhood representatives. Of the proposed neighborhoods, Bingham, Ewing, and Fassnight are the only ones that are not a part of the NAC because they don't have associations. Mr. Radecki has been instrumental in the current EWDJT grant that the Job Center maintains by continuing to advocate and recruit residents from the target area to potentially enter the grant training program. Mr. Radecki has also assisted in reviewing the grant proposal. The Drew Lewis Foundation is another local community group which will support proposed efforts. They continue to build program development including, childcare, resume building, personal finance, fine arts program, gardening and kitchen skills, and a substance abuse program. Both the Drew Lewis foundation and Mr. Radecki have provided support letters. (The enclosure of Mr. Radecki's letter is not included in attachment, but is available upon request)

The Missouri Job Center notified the City Manager's office of this grant opportunity on November 20, 2017 and received City Management approval to proceed to make a proposal to this opportunity. All the above program support from good standing partners will ensure that our graduates have a well-rounded support to be job ready to secure full time employment.

### **C. Employer Involvement**

The Missouri Job Center started with seven potential employers from the first EWDJT grant that it currently manages. These included Environmental Works, Sunbelt, Terracon, Gerken Environmental, Euticals, Kestone Building and Design, and positions afforded through assessment, revolving loan fund, and clean up grant partnerships. In October 2015, staff conducted a survey to gauge interest, certifications needed to develop curriculum and hiring potential. In October 2017, another survey was conducted in a similar fashion, resulting in 10 responses from the employer community. Since the beginning of the first program, the Missouri Job Center has coordinated with an additional 39 employers for hiring potential for graduates of this program. On November 8, 2017, an Advisory Board Meeting was held with the following organizations in attendance: Sun Solar, Environmental Works, Southwest

Missouri Safety Company, Nestle Purina, G5 Enterprises, the Neighborhood Advisory Council (NAC), the Drew Lewis Foundation, Missouri Job Center staff and Sunbelt. Other members of the Advisory Council that were not able to make it to this meeting include: Olivia Hough, the City's Brownfields Coordinator, Zone 1 Councilwoman, Bryan University, Regions Bank and the Chamber of Commerce. A summary of the first training cohort for the current grant and plans to submit a proposal for FY18 were discussed with members. Staff received input from employers as to what certifications were seen to be most valuable for graduates of this program to have. On November 28, 2017, the project director met with the Carpenters Union and the Laborers Union discussing their interest and commitment to this grant opportunity. Discussions of the most needed certifications occurred with the Unions informing the project director of the extreme need for the Silica training (see Training Program Description). Both Unions have expressed support of this program as evidenced in their **letters of support**.

From the employer survey, **Environmental Works** proposes their company will be able to hire three graduates from the proposed program. The **Laborers Union** could see adding 20+ graduates from this program. **Sunbelt Environmental Services, Inc.** forecasts that their company could hire eight workers. **G5 Enterprises** could see the potential to hire **100+** graduates of this program. **Nestle Purina** ventures to hire 1-2 graduates. The **Carpenter's Union** estimates 10-20 additions from this program. **Sun Solar** estimates being able to hire 10 graduates from this program. Three respondents of the survey didn't include their company name but had a combined total of 140+ graduates to potentially hire to their companies. From the current grant that the Missouri Job Center operates, employers that have hired current graduates include: Sun Solar, Environmental Works, Sunbelt, G5 Enterprises, the Laborers Union, 417 Crawl Space, North Star Battery, Schneider Trucking, Mercy, Sweep-A-Lot/Haul-A-Lot, Mid Am Metal, and Winder and Company. **Support Letters** are attached from the following employers: Environmental Works, Inc., Sunbelt Environmental Services, Inc., Gerken Environmental, Sun Solar, Laborers Union, and Carpenters Union.

## **7. Leveraging**

Missouri Job Center has partnered with Bryan University to provide soft skills training as a requirement for all program participants. The soft skills training will be communication, conflict resolution, working in teams, & professionalism. They are necessary skills for participants in navigating a sustainable career. The estimated value will be \$1,500/person with 56 participants at a total cost of **\$84,000**. Regions Bank will provide financial literacy courses at no cost (letter of support available upon request). Participants will take be assessed through the Missouri Job Center. The primary assessment will be the National Career Readiness Certificate. Those funds will be leveraged at \$7.25 each for three tests per participant with a total cost of **\$21.75** per participant that completes the NCRC assessment. In extenuating circumstances if the participant is unable take the NCRC, another assessment will be provided at no cost. To all participants, the Missouri Job Center provides free interview clothing & workshops that include resume & interview preparation. Participants will register through the Missouri Job Center to see if they qualify for other programs, which could include WIOA On the Job Training (OJT), supportive services for work clothing, boots, and others. Considering the administrative cost prohibition, the Missouri Job Center will leverage time spent on administrative duties associated with this grant proposal.



### 3. Appendix 3: Other Factors Checklist:

Name of Applicant: City of Springfield, Workforce Development, Missouri Job Center

Fair distribution of funds between urban and non-urban areas, including an equitable distribution of funds to “micro” communities (those communities with populations of 10,000 or less). Provide your total population count below.

Fair distribution of funds between new applicants and previous job training grant recipients; (“New” applicants are also defined as organizations that have not received EPA brownfields job training grant funding since 2009) Indicate whether or not you have ever received EPA job training grant funding before, and if so, in what year(s) did you receive funding? **(Yes, FY16: Page 13, Past Performance and Accomplishments)**

Community adversely affected by natural disasters (2013 or later). **(Page 1, Environmental Issues)**

Whether the applicant is a federally recognized Indian Tribe or United States Territory, or is an organization that will serve tribal or territorial residents.

Whether the applicant is located within, or includes, a county experiencing “persistent poverty” where 20% or more of its population has lived in poverty over the past 30 years, as measured by the 1990-2000 decennial censuses and the most recent Small Area Income and Poverty Estimates.

Whether the applicant is a member of an Urban Waters partnership project, including, but no limited to, recipients of EPA Urban Waters Grants and members of the Urban Waters Learning Network.

Proposals that seek to serve veterans: **(Page 1, Demographic Need)**

**4. General Support Letters:** The City of Springfield, Department of Workforce Development, is the operator of the Missouri Job Center. Under the Workforce Innovation Opportunity Act, One-Stop Centers are also referred to a Job Centers. Due to space limitation, the following support letters are available to EPA upon request: Regions Bank, OACAC Head Start, Springfield Chamber of Commerce, Community Partnership of the Ozarks, and the Neighborhood Advisory Council enclosure.

December 5<sup>th</sup>, 2017

United States Environmental Protection Agency  
Office of Brownfields and Land Revitalization  
1200 Pennsylvania Ave. NW  
Washington, DC 20460

**RE: Environmental Workforce Development and Job Training Grant**

To Whom It May Concern:

Bryan University, with submission of this letter, extends clear and official support to the city of Springfield, Missouri, The Ozarks' Region Missouri Job Center, and the community initiative to bring this environmental workforce development and job training grant to southwest Missouri.

The school, in support of this initiative, will provide the following:

-Soft skills training as a requirement for all participants in the program

Soft skills (i.e. communication, conflict resolution, working in teams, professionalism, etc.) are necessary parallel skills to technical training and are an important to providing the training participant with valuable skills in navigating a sustainable career. This component will be provided by Bryan University at no cost. The estimated, leveraged value, based on courses listed in the school catalog, is \$1,500.00 per course participant.

Thank you for your thoughtful consideration. We look forward to the opportunities this grant will provide to our workforce, our economy and to this community.

Respectfully,



Scott Haar  
Executive Director

237 S. Florence Ave.  
Springfield, MO 65806  
417.8620098

4255 Nature Center Way  
Springfield, MO 65804  
417.862.5700  
Online Programs: 417.862.0755

1527 S.W. Fairlawn Rd.  
Topeka, KS 66604  
735 272.0389

3704 W. Walnut  
Rogers, AR 72756  
479.899.6644

3215 Lemone Industrial Blvd  
Columbia, MO 65201  
573.777.5350

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## CARPENTERS TRAINING CENTER

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4639 W. Pfeiffer Ct.  
Springfield, MO 65803  
(417) 869-8930  
Fax (417) 869-8920

December 7, 2017

Mary Ann Rojas  
City of Springfield  
Department of Workforce Development  
2900 E. Sunshine  
Springfield, MO 65804

Dear Ms. Rojas:

As an apprenticeship program we are always looking for new candidates to be enrolled in our program. When candidates already have certifications like OSHA 10, First Aid/ CPR and Silica Awareness training, it will increase the likelihood of said candidate to be employed by one of our union contractors. We add 15-20 new apprentices every year and graduates from your program will have a huge advantage of being one of those select few that get hired.

We, therefore, are pleased to support your application for EPA-OLEM-OBLR-17-10 and look forward to working with you in the future.

Sincerely,



Anthony Blackstock MS CWI CWE CHST  
Carpenters Apprenticeship & Training  
4639 W. Pfeiffer Ct  
Springfield MO 65803



Amy Fouse  
Drew Lewis Foundation  
1126 N. Broadway Ave  
Springfield, MO 65802

November 29, 2017

Mary Ann Rojas  
Director of Workforce Development Specialist  
Missouri Job Center  
2900 E. Sunshine Springfield, MO 65804

Dear Mary Ann Rojas,

The Drew Lewis Foundation is including this letter as a reflection of our support of the EPA Environmental Workforce Development Job Training Grant. We strongly believe in the mission of the Green for Greene program as they seek to increase employment opportunities and meet labor force needs in our community with their EPA training in the environmental field. The first year of the grant has proved successful and we hope that the program will receive funding to continue with its' mission for a second year.

The Drew Lewis Foundation manages and oversees programming that seeks to improve life in Northwest Springfield. Our mission is to build strong and sustainable communities by *engaging* and connecting families with services, resources, and opportunities. We provide continued *support* to empower families to lift themselves out of poverty and *transform* their lives and communities. Our mission closely aligns with the mission of the EPA Environmental Workforce Development Job Training Grant.

As a community partner for this grant we will continue to serve as a location for informational meetings and assist with directing potential candidates in Northwest Springfield, an area of the Springfield experiencing high levels of poverty, to consider enrolling in the program. We will provide insight for working with low-income individuals in this area and spread the word about the Green for Greene programming.

If you have any additional questions about the Drew Lewis or our involvement please do not hesitate to contact us.

Sincerely,

Amy Fouse, Incoming Executive Director  
Drew Lewis Foundation  
417-720-1890



**ENVIRONMENTAL WORKS**  
OUR EXPERTISE. YOUR SUCCESS.

Ms. Mary Ann Rojas  
City of Springfield  
Department of Workforce Development  
2900 East Sunshine  
Springfield, MO 65804

**SUBJECT: FY17 Environmental Workforce Development and Job Training  
(EWDJT) Grant, RFP NO: EPA-OLEM-OBLR-17-10**

Dear Ms. Rojas:

Environmental Works, Inc. (EWI) is pleased to offer this letter of support for the development of the EWDJT program in Springfield, Missouri. EWI has a staff of over 150 employees spread throughout Springfield, Kansas City and St. Louis, Missouri as well as an office in Springdale, Arkansas.

Because the nature of our business is demanding and at times very dangerous, our field staff must be adequately trained to ensure the highest degree of safety is obtained. Through our discussions with the City of Springfield Department of Workforce Development, we believe that a training program has been identified through the EWDJT grant application that would provide much needed skills and make the recipients extremely valuable to our organization.

EWI is continually looking for talented individuals within our local community with the necessary skill set to perform the required work. We believe that this training program would provide a direct pathway for those individuals to become qualified candidates for field services positions within our company. Once the individuals are a part of the EWI team, we foster a culture of permanence that promotes long term careers, including the promotion of successful individuals to higher positions within our organization.

EWI is committed to helping ensure the City of Springfield Department of Workforce Development is successful with the training and placement of the individuals within our community. Currently, environmental training opportunities are limited in our community and we are excited to be a part of this program, growing the environmental workforce in Springfield and creating good paying jobs and pathways for success.

If you have any questions or comments regarding this letter of support, please feel free to contact me directly at (417) 616-6556 or [tbieker@environmentalworks.com](mailto:tbieker@environmentalworks.com).

Sincerely,  
**Environmental Works, Inc.**

Thomas Bieker, M.Sc., CHMM  
Principal

1455 E. Chestnut Expy  
Springfield, MO 65802  
P: 417.890.9500  
F: 417.823.9659

1731 Locust Street  
Kansas City, MO 64108  
P: 816.285.8410  
F: 816.285.8409

327B East Robinson  
Springdale, AR 72764  
P: 479.250.4947

605 East Outer 21 Road, Suite 100  
Arnold, MO 63010  
P: 636.333.3336

24-Hr. 877.827.9500  
[www.environmentalworks.com](http://www.environmentalworks.com)

**December 4, 2017**

Mr. Isaac Weber  
Senior Workforce Development Specialist  
Missouri Job Center  
2900 East Sunshine Street  
Springfield, Missouri 65804  
e: iweber@springfieldmo.gov

Mr. Weber

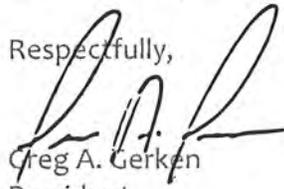
Per our previous discussions, **Gerken Environmental** is a provider of Asbestos, Lead-Based Paint and Mold Remediation services throughout Missouri, Arkansas and Kansas.

As an environmental contractor based in Springfield, Missouri, **Gerken Environmental** would be able to hire and utilize employees trained by the Missouri Job Center in Asbestos Abatement, Lead-Based Paint Abatement & Mold Remediation in addition to OSHA safety courses.

Our workload is very unpredictable in anticipating our hiring needs, however **Gerken Environmental** strives for company growth each year and the addition of 2-5 full time positions each year is not uncommon for our company.

I am pleased to be a part of the EPA/OSWER/OBLIR/16-01 effort, and I would be happy to provide any additional information as part of this effort.

Respectfully,



Greg A. Gerken  
President

## *Heavy Construction Laborers' Local No. 663*

AFFILIATED WITH THE AFL-CIO

KANSAS CITY OFFICE  
7820 PROSPECT  
KANSAS CITY, MO 64132  
PHONE: 816-444-0062  
FAX: 816-822-9906  
www.lu663.com



CLEVER OFFICE  
P.O. BOX 233  
505 SOUTH WALNUT  
CLEVER, MO 65631  
PHONE: 417-743-3222  
FAX: 417-743-2955

December 6, 2017

Mary Ann Rojas  
City of Springfield  
Dept. of Workforce Development  
2900 E. Sunshine  
Springfield, MO 65804

Dear Mrs. Rojas,

Heavy Construction Laborers has jurisdiction in 34 counties in Missouri and is responsible for providing skilled workforce to around 100 contractors who utilize several of the skills/certifications that the Green for Greene program provides. Including but not limited to: OSHA Hazwoper, OSHA 10, Trenching & Excavation, Confined Space, Lead & Asbestos Abatement worker, Forklift, First-Aid/CPR, Silica, Flagger certifications. There is growing gap that is forming in finding and hiring workers with these skills. This would be a tremendous outlet for us to potentially hire some or all of these graduates in the upcoming construction season. We need & welcome more programs and opportunities like this to help us stay on the cutting edge of skilled workforce recruitment. Thank you so much and we look forward to a continued partnership.

Sincerely,

A handwritten signature in black ink, appearing to read "Derick Barnes".

Derick Barnes  
Business Agent Heavy Construction Laborers  
dbarnes@lu663.com (417)353-2192



*City of Springfield, Missouri*  
*Neighborhood Advisory Council*

December 7, 2017

Mary Ann Rojas  
Workforce Development Director  
Missouri Job Center  
2900 E. Sunshine Springfield, MO 65804

Dear Ms. Rojas:

Springfield's Neighborhood Advisory Council is pleased to offer its support for your proposal in response to the RFP for FY18 Environmental Workforce Development and Jobs Training Grants (RFP No. EPA-OLEM-OBLR-17-10). Your proposal outlines a proven strategy to facilitate the rise of many of our unemployed and underemployed into meaningful jobs that will not only directly benefit them and their families, but also help to improve the environmental conditions in and near the neighborhoods in which they reside.

The Neighborhood Advisory Council (NAC) is comprised of representatives of the 17 registered neighborhood associations across Springfield. Importantly, all neighborhood associations located in the target area for your proposal are members of the NAC. A listing of NAC associations is enclosed for your convenience.

NAC commits to support your proposal primarily by assisting in disseminating information about the program to residents in the target neighborhoods and encouraging their participation. We anticipate our actions to include 1) distribution of program literature at neighborhood association meetings, 2) inclusion of information in neighborhood newsletters, Web sites and social media, and 3) providing opportunities for presentations by program leaders at neighborhood meetings, annual Neighborhood Nights Out, and quarterly NAC meetings.

NAC thanks you, your staff and the proposal's many participants in coming together to provide this opportunity to help our community and improve its quality of life. Should this proposal be funded, it will no doubt build upon the success and programmatic experience from the funded FY16 EWDJT grant. You have a solid team of staff, instructors and employers already assembled that will assure success should this proposal be selected for award.

Sincerely,

A handwritten signature in black ink that reads "Peter Radecki".

Peter Radecki  
NAC Chair  
Enclosure

December 7, 2017

Mary Ann Rojas  
City of Springfield  
Department of Workforce Development  
2900 E. Sunshine  
Springfield, MO 65804

Dear Ms. Rojas:

We unreservedly provide our continued support for the Environmental Workforce Development and Job Training Grant application. Preferred Family Healthcare maintains a collaborative partnership with the Missouri Job Center, through which we recognize the unique challenges faced by those in our Region. Through the past successes of this funding, we identify the City of Springfield, Department of Workforce Development and their partners as the solution to these identified obstacles encountered by individuals served.

Preferred Family Healthcare has extensive complementary services available to the individuals participating in the Job Training Grant program. Specialties include our Substance Use Disorder treatment and recovery programs as well as in counseling, case management, vocational and supported living for individuals with Mental Health Disabilities, Developmental Disabilities, Brain Injuries, Autism Spectrum Disorder, and those who are Deaf/Hard of Hearing. Preferred Family Healthcare has over 4,000 service professionals available to assist individuals with the achievement of their personal and professional goals. These teams include psychologists, psychiatrists, nurses, therapists, community support specialists, vocational specialists, case management specialists, and many other service professionals dedicated to the success of those in our communities.

Through our demonstrated history of successful referrals with the City of Springfield, Department of Workforce Development, we will collaborate to support the needs of the individuals participating in the grant program. Preferred Family Healthcare is pleased to support your application for EPA-OLEM-OBLR-17-01 and are confident your successful results will continue to be demonstrated.

Sincerely,



Joe Krueger, Executive Vice President  
Preferred Employment/Workforce Services



11/9/2017

Mark Fair  
Director of Human Resources  
1926 W Woodland  
Springfield, MO 65807

To whom it may concern:

I am writing to express our interest in the 2018 Green for Greene program. From a company who has hired a recent graduate, we have found this program is extremely beneficial. The participants in this program can gain knowledge of the solar industry, obtain many different certifications, and prepare themselves for future careers. We would be greatly interested in hiring future graduates within our company. Please consider our interests in the renewal process for this program.

Thank you,

Mark Fair  
Director of Human Resources



December 6, 2017

Isaac Weber, Senior Workforce Development Specialist  
Missouri Job Center  
2900 E. Sunshine  
Springfield, MO 65804

Re: Second job training grant, Green for Green 2018

Dear Mr. Weber

I am writing regarding your interest for you second job training grant through the Environmental Protection Agency (EPA). Sunbelt was involved in last year's grant program and found it very beneficial.

Sunbelt helped select individuals for the training and eventually hired six employees from the program. We have found these employees very engaged and productive. Our business looks to expand in 2018 into solar, lead and asbestos areas we are currently involved in.

I have really enjoyed working with you, and your staff over the past year. You have developed a very professional and worthwhile program.

It is our plan to hire from the new Green for Green class in 2018. Please contact me at: 417-831-5052 if I can be of further assistance.

Sincerely,

A handwritten signature in cursive script that reads "Leroy Schaefer".

Leroy Schaefer  
CHMM, CEO

---

621 North Prince Lane  
Springfield, Missouri 65802  
Phone: 417-831-5052  
Fax: 417-831-6258  
[www.sunbeltenv.com](http://www.sunbeltenv.com)



Southwest Missouri Safety Company

1607 N State Hwy CC · Nixa, MO 65714

November 8, 2017

Isaac Weber  
Senior Workforce Development Specialist  
Missouri Job Center  
2900 E. Sunshine Springfield, MO 65804

RE: Green for Greene Program

Isaac

This letter is in support of the Green for Greene program that SWMSC has had the privilege to be a part of for 2017.

The program provides needed training for individuals that are trying to advance to higher paying jobs that require training that at times is very costly not only for the participants, but for the companies they are trying to secure employment for as well.

This program allows companies to forgo the investment into initial training and hire "Ready-to-Work" individuals with the capabilities to immediately impact the bottom line.

We have been proud to participate in 2017 and look forward to 2018.

Sincerely yours

A handwritten signature in black ink, appearing to read "Russell Hinds", with a large, stylized flourish at the end.

Russell Hinds

President

Southwest Missouri Safety Company

[russhinds@swmosafety.com](mailto:russhinds@swmosafety.com)

417-576-4508



Ozark  
Region  
**WORKFORCE**  
Development Board

12/8/2017

Mary Ann Rojas, Director  
Department of Workforce Development  
2900 E. Sunshine  
Springfield, MO 65804

Dear Mary Ann:

On behalf of the Ozark Region Workforce Development Board, I am pleased to add our support of the application for the Environmental Workforce Development and Job Training Grant (EPA-OLEM-OBLR-17-01). This meets well with our strategic goals: Value Employers as Customers, Enhancing Assistance to Job Seekers to Increase Skill Sets Needed for Workforce Demands, and Securing Additional Funding Sources, as well as assisting in clean-up efforts in our community.

I was pleased to learn of the collaboration that has already taken place with employers and partners to determine training that would meet the needs of our environmental employers. The partnerships are crucial as we continue to plan for the future of the Workforce Innovation and Opportunity Act (WIOA).

Having you as the Director of Workforce Development and the Executive Director of the Workforce Development Board will ensure the services provided at the Missouri Job Center will be available to assist the individuals who take advantage of the training. The Workforce Development Board is proud to be a part of this endeavor and look forward to seeing the results in the Springfield metro area.

Sincerely,



Sharon Walker, Chair  
Ozark Region Workforce Development Board

(417) 887-4343

2900 East Sunshine, Springfield, MO 65804-2051

Fax: (417) 841-1881

Long Distance 1-800-Job Path (562-7284)

Relay Missouri 1-1800-735-2966

*Ozark Region Serving the Counties of Christian, Dallas, Greene, Polk, Stone, Taney, & Webster*

Missouri Job Center is an equal opportunity employer/program.

Auxiliary aids & services are available upon request to individuals with disabilities. Mo. TTY users can call (800) 735-2966 or dial 7-1-1



December 12, 2017

Mary Ann Rojas  
Director of Workforce Development  
Missouri Job Center  
2900 E. Sunshine St.  
Springfield, MO 65804

Dear Ms. Rojas,

This letter is written in support of the Environmental Workforce and Jobs Training Grant for which you and your staff will make application.

With unemployment hovering at 20% and poverty over 20% in Zone 1, our need for job training that prepares our residents for living wage jobs is most important. It is essential to create positive change for individuals and their families that will break the cycle of poverty. In turn, this also has a great benefit to the economy of our city as a whole.

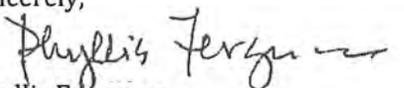
Because Northwest Springfield is a working-class zone, this grant is a perfect fit. Our heritage is to "roll up our sleeves and work hard" and our folks are proud to hold jobs in the field of environmental services. It's part of our comfort zone.

Many of the kids in Zone 1 do not attend college after high school. Job training that teaches a trade and/or skill will mean the difference between minimum wage and living wage for these young people. Instead of bouncing from job to job, this training can provide job security and long-term employment opportunities for them.

I have seen the difference our Green for Greene job training program made for two young people that I personally know. One, a young mother of three in her late 20's, now has steady employment and her wages support her and her daughters. This summer, her girls were able to participate in activities and go on field trips that she couldn't afford before getting a job through this training program. The other, a young man without transportation, was able to leave a low paying job after his environmental services training and now owns a car that provides reliable transportation. For both of them, the training grant changed their lives.

I am hopeful that you will have success in attaining the Environmental Workforce and Jobs Training Grant. You have my full support in writing and pursuing the grant.

Sincerely,

  
Phyllis Ferguson  
Zone 1 Councilwoman  
Springfield, MO