



(18)-JT-07-R10

Alaska Forum, Inc.

PO Box 212409

Anchorage, AK 99521-2409

Fax & Message Line: (907) 331-0271

December 14, 2017

US Environmental Protection Agency, Region 10
Robert Tan, Environmental Workforce Coordinator
1200 6th Avenue, Suite 900 (ECL-112)
Seattle, Washington 98101

RE: Application for *Environmental Workforce Development and Job Training (EWDJT) Grant*

Dear Mr. Tan,

We are energized by the recent expansion and refocusing of our Environmental Workforce Development Program that we are now implementing in 2017, and pleased to provide this proposal to deliver our program to underserved communities across Alaska.

In 2010, a small group of Alaska consulting firms and industry leaders approached the State of Alaska and the Alaska Forum about the need to develop a local skilled environmental workforce. Industry and environmental consultant firms commonly hire from outside the state to fulfill environmental staffing needs. This practice is costly to the industry and its clients and limits the capacity for the residents of affected communities to secure meaningful employment in these efforts to restore healthy communities and ecosystems. In addition to private sector business, tribal governments, regional tribal organizations and other non-profit organizations have no access to skilled, local environmental technicians. The resulting decision to implement an Environmental Technician Apprenticeship program aimed to remedy this situation by providing Alaska with the economic benefit of an otherwise unavailable skilled labor force, while allowing businesses and contractors to prioritize for local hire and create greatly needed job opportunities within Alaska.

On February 7, 2011, the Alaska Forum, Inc. unveiled the *Environmental Technician Apprenticeship Program*, an innovative training and employment program resulting from a unique partnership between Alaska employers, the State of Alaska Department of Labor, the US Department of Labor and the Alaska Forum. With startup and continuing funding support from the Alaska Department of Labor, the Alaska Forum has been able to launch and sustain a federally certified program that provides technical instruction and on-the-job training with a direct connection to Alaskan employers. With additional support of EPA's EWDJT Grant program beginning in 2014, we have been able to expand our program emphasis and curricula as well as engage new potential employers throughout Alaska.

Now entering its eighth year of operations, 100% of our Apprentices have been employed in the field at least seasonally and 65% of our Graduates are working in training related employment and continuing their progress towards completion of their Apprenticeship. *Environmental Technician Apprenticeship Program* provides new career opportunities for Alaskans and creates an entirely new workforce resource for employers throughout the state. The *Environmental Technician Apprenticeship Program* is a vital program for employers seeking to connect and provide local-hire opportunities to Alaskans.

With this proposal, we are requesting EPA's support and continued investment in the Alaska Forum to implement the Environmental Worker Job Training (EWJT) for Rural and Alaska Native communities providing entry level credentials and laying the educational foundation to continue on to an Environmental Technician Apprenticeship. Support for the Alaska Forum EWJT will ensure continuity in our program implementation and development for the next three years of operation. EPA's continued investment in this program will support our expanded Apprenticeship Program providing new worker certifications, refocused curriculum and expanded employment niches. In particular, we are prepared to implement improved curriculum and worker endorsements as recommended by our apprentice employers that will enhance opportunities for disaster response worker, and spill response worker. These additions will expand the potential for employment of Graduates with the current demand from local brownfields cleanup projects as well as businesses, and State and Federal agencies.

Ultimately the *Environmental Technician Apprentice Program* seeks to become an employer-financed, self- sustaining program needing only limited State financial support to offset training costs. EPA financial support through this proposal will allow the program to assist our employer partners fill employment opportunities with Apprentices and Graduates from the most disadvantaged communities across Alaska. With this proposal, we are seeking the assistance of EPA's EWDJT grant to: 1) help support our general statewide program efforts, and 2) expand environmental job training opportunities for disadvantaged communities in Alaska.

Environmental Technician employment may often be seasonal due to Alaska's weather extremes where field activities may be limited to non-winter months. This offers a unique advantage to many Alaskans who practice a subsistence lifestyle and require periods of time to provide food resources for their family through hunting and fishing. Ideally, subsistence lifestyles and the seasonal nature of Environmental Technician work will provide a strong opportunity and incentive for those in rural Alaska.

Thank you for your time and consideration of this proposal. We believe this proposal provides the best opportunity for EPA to create impact across the State of Alaska, while sustaining an existing work force development program endorsed by the State of Alaska and the business community; while expanding our program to reach new employers and creating new opportunities for Apprentices.

Should you have any questions or need additional information, please contact me at (907) 230-9805 or by email at keilo@akforum.org.

Sincerely,

A handwritten signature in black ink, appearing to read 'K. A. Eilo', with a stylized flourish at the end.

Kurt A. Eilo, Executive Director
Alaska Forum, Inc.

A. Applicant Identification:

Alaska Forum, Inc.
PO Box 212409
Anchorage, AK 99521-2409
DUNS#: 124331344

B. Threshold Criteria:

- a. **Applicant Eligibility:** Alaska Forum is an eligible applicant as a 501c3 Non-Profit Organization. See Attachment 1 for IRS Documentation.
- b. **Project Does Not Duplicate Other Environmental Job Programs:** The Alaska Forum is not the recipient of any other federally funded environmental or “green job” training programs. The ETAP Environmental Worker Job Training does not duplicate any other Environmental Job Programs in Alaska. The direct link to employers makes the Alaska Forum program unique to other federally funded environmental job training programs in Alaska. The extensive training and opportunity for on-the-job learning experiences are unmatched by any other program. Additionally, the need for environmental worker training in Alaska is too great for the few other federally funding workforce development programs to meet alone. The Alaska Forum will reach Rural and Alaska Native audiences that have not have access to environmental worker job training before and help build a qualified local workforce.
- c. **Required Training:** The Alaska Forum ETAP Environmental Worker Job Training exceeds the requirements of the threshold criteria and includes OSHA 29 CFR 1910.120 Hazardous Waste Operations and Emergency Response (HAZWOPER) for all trainees.
- d. **Federal Funds:** Federal Funds Requested: \$200,000
- e. **Substantial Conformity with Instruction and Format:** Alaska Forum has made a strong effort to ensure this proposal meets the grant applications requirements and is in conformance with instructions and format.
- f. **Training Curriculum Chart:** Cost for each training and the cost percentage is provided in the Proposal Narrative and can be found on Table 2.
- g. **Target Area:** Alaska Statewide. See Narrative Section 1.
- h. **Grants.gov Submission:** This proposal has been submitted prior to the due date via grants.gov.

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

D. Location: Alaska Statewide

E. Contact Information:

Executive Director

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Project Director

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F. Date Submitted:

G. Project Period: 10/01/2018 – 09/30/2021

H. Population: Implementation of this proposal will provide benefits to communities across the State of Alaska. At 1, 518,899 km², Alaska is twice the size of Texas, but has one of the lowest populations in the United States. In 2016, the State of Alaska estimated a statewide population of 739,828 residents, 148,437 live in rural communities outside the larger urban areas of Anchorage/Mat-Su, Kenai, Fairbanks and Juneau, at least 128 of these with less than 1000 residents. Minorities make up between 65% - 98% of these communities. Almost half of the 562 federally recognized tribes - 229 are within Alaska. Details of the specific community needs are outlined in more detail in Section 1A of the Proposal Narrative.

I. Training: The ETAP Environmental Worker Job Training exceeds the training requirements of the threshold criteria and will include:

- OSHA 29 CFR 1910.120 40-hr Hazardous Waste Operations and Emergency Response (HAZWOPER) – Advanced.
- Driving Safety, Lead & Asbestos Awareness, Energy Isolation/Fall Protection and Hazardous Materials Awareness, GPS/GIS mapping – Awareness.
- North Slope Training Cooperative, Alaska Qualified Sampler, Forklift Operation – Intermediate.

See Section 2 for a full descriptions of training courses.

Environmental Workforce Development and Job Training Grant – Proposal

1. Community Need

Contaminated sites scattered across Alaska are a legacy of activities that shape this state. Mining, oil and gas development, logging, fishing and military installations have all contributed to environmental challenges and impacts that disproportionately affect Rural and Alaska Native communities. These communities suffer economic challenges which include having higher unemployment rates and less access to education and training than the rest of Alaska and the United States. The Alaska Forum Environmental Technician Apprenticeship Program Environmental Worker Job Training will address the need in Rural and Alaska Native communities for the revitalization of contaminated sites and to develop a qualified local workforce that can take advantage of the jobs created by cleanup and remediation. This proposed project supports the EPA Strategic Plan priority goals for FY18 – 19 of increasing the cleanup of Brownfields and other contaminated sites.

A. Community Description

Depth & Degree of Environmental and Economic Challenges: Alaska has a long history of resource development and military presence. Mining, oil and gas, fisheries and logging along with the State's importance in national defense have shaped the local economy. These activities, however, have also left behind a legacy of contamination that is often closely associated with Rural Alaska communities. Thousands of contaminated sites have been left scattered across a diverse and rugged landscape. The Alaska Department of Environmental Conservation (ADEC) has listed 2292 contaminated sites in the state that have not been fully addressed¹. Nearly 30% of contaminated sites in Alaska identified by ADEC are on federal land, with most located on current or former military installations. In 1971, the Alaska Native Claims Settlement Act (ANSCA) transferred ownership of traditional lands to Regional tribal corporations, making the Alaska Native community the largest private landowner in Alaska. The Alaska District of the Corps of Engineers has identified more than 530 sites eligible for the Formerly Used Defense Sites program, approximately 150 that were transferred to an ANSCA corporation. Alaskan Rural communities and Tribal organizations have identified FUDS as a priority environmental justice issue (*Subsistence Food Harvests in Rural AK, and Food Safety Issues*, ADF&G, 1996). An additional 920 contaminated sites were also conveyed to an ANSCA landowner, 328 of which still require cleanup and remediation. The owner/operators on 229 of these sites include the US Dept. of Defense (48%), State of Alaska (15%) and the Federal Aviation Administration (5%)². Resource development activities also require extensive onsite environmental work during all phases, including early assessment, operation and final closure activities and will continue to generate a need for a highly qualified local workforce.

While national unemployment numbers have dropped to around 4%, the latest unemployment estimates from the State of Alaska Dept. of Labor average 6.6% statewide (Alaska Dept. of Labor). Unemployment for Alaska Natives and other Rural Alaskans however, is as high as 20%. Over one third of Alaska Natives (37%), are not even in the workforce and not looking for jobs because they know there aren't any (*The Changing Economic Status of Alaska Natives, 1970 – 2007*, Institute of Social and Economic Research, Univ. of Alaska). Non-resident employment continues to be a challenge, rising over recent years to 21% of Alaska's workforce and around 20% of technical environmental occupations

¹ ADEC Contaminated Sites Database

² Report to Congress: Hazardous Substance Contamination of Alaska Native Claim Settlement Act Lands in Alaska; 2016 Update to US DOI 1998 Report to Congress

in Alaska are held by non-residents.⁹ This demonstrates a clear need to develop Alaska’s workforce to meet in-state environmental employment needs

Demographic Statistics:

Table 1. Rural and Alaska Native Demographic Information

	Alaska (statewide)	Alaska (rural)*	National
Population	739,828 ³	148,437 ³	323,127,513 ⁴
Unemployment †	6.6% ⁵	2.6% - 17.8% ⁵	4.1% ⁵
Poverty Rate	9.9% ⁴	20% ⁶	12.7% ⁴
Percent Minority	33.9% ⁴	65% - 98% ⁷	23.1% ⁴
Per Capita Income	\$33,414 ⁸	\$11,000 – \$46,000 ⁷	\$28,930 ⁸
Non-Resident Employment	21.3% ⁸	20.1% - 40+% ⁹	
Non-Resident Environmental Worker Employment	20% ⁹		

*(Not including Anchorage, Kenai Peninsula, Mat-Su Borough, Juneau and Fairbanks)

†(not seasonally adjusted)

Community Challenges & Impacts: The majority of Alaska Natives live in 225 rural communities that are not connected to any road system and where travel is accomplished largely through the use of small planes and boats. There are an estimated 105,000 Alaska Native people in Alaska (approximately 15% of the state’s population), a higher percentage of indigenous people than in any other state.¹⁰ These remote communities, most with fewer than 500 residents can be isolated for months at a time and have severely limited economic opportunities and income. Subsistence activities are important to Rural and Alaska Native communities. Cash employment is severely limited in many villages and residents often supply much of their diet through hunting, fishing and gathering. Environmental justice concerns in these communities include economic disinvestment, health disparities and proximity of contamination to their villages and the places where food is traditionally gathered (salmon, caribou, moose, berries, etc.). These communities still face major challenges in obtaining clean water, affordable heat and energy as well as dealing with sewage and solid waste management concerns. Open dump sites are common in remote rural communities and hold electronics, fuels, plastics and other toxins that affect human health. Because of the lack of indoor plumbing and sewage treatment facilities, the “honey bucket” still exists in parts of Alaska, resulting in open sewage ponds, drinking water contamination and comingling of “honey bucket” wastes with landfill wastes. While cleanup activities occur under various federal and state programs through contractor operated cleanup and maintenance, rarely do individuals from these affected communities have the capacity to take advantage of the jobs created by these activities. The training and job placement assistance proposed by the EWJT will not only provide training that leads to meaningful employment in the environmental field, it will also help reduce exposure to hazardous materials and improve the health of these communities at home and on the job.

³ 2016 Population Estimates, Alaska Dept. of Labor

⁴ July 1, 2016 Population Estimates, US Census Bureau

⁵ Sept. 2017 Preliminary Unemployment Rate, Alaska Dept. of Labor

⁶ UAA-ISER Publication, Permanent Fund Dividends and Poverty in Alaska, Nov. 2016

⁷ Alaska Community Information Database

⁸ 2015 dollars (2011 – 2015),US Census Bureau

⁹ Alaska Dept. of Labor

¹⁰ US Census Bureau, 2010 Census

Indication of Need: Jobs in rural Alaska are predominately general labor, are paid on an hourly basis and occur seasonally. Rural residents often work multiple jobs, requiring broader skill sets and a variety of certifications. Long-term, year-round employment usually only exists in the major population hubs of Anchorage, Mat-Su, Kenai, Juneau and Fairbanks. The majority of Alaska’s under- and unemployed are from underserved Rural and Alaska Native communities – the same communities with the greatest need for environmental remediation. Current and upcoming projects across the state will generate the need for a highly qualified environmental workforce. The Alaska District of the US Army Corps of Engineers predicts cleanup on FUD sites alone will continue beyond 2020. There are at least 30 active cooperative agreements in place between the Alaska District and individual tribes to mitigate the environmental impacts of these ANSCA sites, while many sites still require assessment before cleanup can begin. Ongoing environmental compliance or cleanup activities are often fulfilled with contractual support from outside the locally impacted area demonstrating the need to build capacity within the local workforces. Workers in rural communities face many limiting obstacles to take advantage of the jobs created by assessment, cleanup and management of contaminated sites near their homes. Obtaining employer-required training is substantial and often cost prohibitive. There is a high indication of need among the Rural and Alaska Native communities for environmental job training. The Alaska Forum Environmental Worker Job Training will build capacity within these communities to take advantage of jobs created by the cleanup and remediation of contaminated sites and facilities while addressing environmental justice concerns.

B. Labor Market Demand

Assessment Methods: The Alaska Forum used several methods to gain an understanding of the current job market and training needs for environmental workers in Rural Alaska. Beginning in mid-November 2017, we partnered with another EWDJT program in Alaska (Zender Environmental) to conduct two labor market surveys. Audiences for these surveys included contractors providing services to Rural and Alaska Native communities and representatives of Rural community environmental programs. The surveys were introduced during the 2017 Alaska Tribal Conference on Environmental Management and continued through the end of November. The contractor survey was also shared with the Alaska Forum Apprentice Committee and the Alaska Association of Environmental Professionals for their feedback. Alaska Forum staff also met with directors and technical advisors for the three Brownfields Assessment and Cleanup grants (Municipality of Anchorage, Matanuska Susitna Borough and Kodiak Island Borough) in Alaska to request their input into the training needs for jobs created by their projects. Finally, Alaska Forum staff conducted individual interviews with employer and training provider partners to solicit their input for training offerings.

Current Job Market: While job growth in Alaska is overall low to moderate, there are reasons to be optimistic about job placement in environmental fields related to the assessment, cleanup and management of hazardous wastes. Between 1984 and 2014 the US Dept. of Defense invested \$813 million in the restoration of FUD sites located on lands transferred to an ANSCA corporation¹¹. The Army Corps of Engineers Alaska District, who administers the cleanup of these sites, estimates an additional \$1 billion or more will be needed to complete the cleanup. Since 1993 about \$4 to \$6 million comes to Alaska annually from the Native American Lands Environmental Programs to address environmental impacts left by DOD on Indian lands, not addressed by other programs. DOD provides the funds for these projects, but the tribes themselves, or their contractors, complete the actual cleanup work. FUDS are not the only contaminated sites left behind on lands conveyed to ANSCA corporations. The Bureau of Land Management has spent more than \$10 million on cleanup

¹¹ “Mitigating Contamination on Alaska Native Lands”; Alaska Business; August 2014.

efforts at the old Red Devil mine near the Kuskokwim River and work is not completed. This renewed effort, along with the continue need generated by resource development for the same services will required a highly qualified local workforce.

Labor Market Assessment: Eight contractors conducting business in Rural Alaska participated in our survey and individual interviews. The top three services provided by these contractors included: hazardous waste removal, contaminated site remediation and spill and emergency response. These vendors also provided other services including water and wastewater management, erosion mitigation, renovation and demolition and road construction. Five of those responding had hired new employees within the last year at a beginning average wage between \$13 - \$16 per hour. The majority of these new jobs did not require a 2- or 4-year education program or extensive experience, but did required a Hazardous Waste Operations and Emergency Response (HAZWOPER) certificate. Other certifications preferred by employers included North Slope Training Cooperative, Alaska Qualified Sampler, OSHA 10- or 30-hour general industry outreach training, GPS/GIS mapping skills, first aid and field safety. Over 85% of these contractors indicated they had upcoming projects in Rural Alaska and would be hiring new employees within the next 12 months.

Community representatives from the Aleutians, SouthCentral and SouthWest Alaska also provided input into the labor market survey. The most pressing issues for these communities were solid waste management, hazardous waste and backhaul issues, contaminated sites and air quality. They indicate a need for a local workforce with the following certifications and skills: HAZWOPER (40 hr); solid waste management; environmental sampling; GPS/GIS mapping skills and job readiness skills. Other important skills and certifications locally included forklift operation, emergency and spill response, rural landfill operations and CPR, First Aid and field safety. Eighty percent of the represented communities would be initiating projects dealing with the assessment, cleanup and management of hazardous waste within the next year.

Alaska Forum staff also met with representatives from the three active Brownfield Assessment and Cleanup grantees in Alaska and their technical advisors, as a group and individually. All emphasized the importance of the HAZWOPER certification. Their anticipated training needs also included Qualified Sampler training, GIS/GPS mapping skills, OSHA 10- or 30-hour general industry outreach training, CPR, First Aid and field safety.

Environmental Worker Job Training: The responses to the Labor Market surveys conducted by Alaska Forum indicate a need for entry level environmental workers in Rural and Alaska Native communities. Anticipated cleanup and remediation projects, along with the continued demand for skilled environmental workers from resource development activities, will create job opportunities that will be filled from outside the impacted communities unless a qualified local workforce is available. The most important need identified by employers was finding local workers with entry level credentials including the HAZWOPER 40-hr certification. Input also suggested that training needs and schedules for new employees may vary by location, depending on local environmental projects. For example, North Slope Training Cooperative certification is required for all environmental workers within the North Slope Borough, but nowhere else in the state; brownfield assessment and cleanup work will require Alaska Qualified Sampler certification, but other cleanup and remediation projects will not. The Alaska Forum will continue to work with employer and community partners to ensure that the Environmental Worker Job Training offers a diverse and relevant curriculum, designed to provide the certifications needed to ensure employment in environmental jobs in Rural and Alaska Native communities.

2. Training Program Description

The Alaska Forum Environmental Technician Apprenticeship Program (ETAP) is a conventional training and employment program and process. An apprenticeship is a system of training a new generation of practitioners in a structured competency based set of skills. The Environmental Worker Job Training will provide entry level credentials for employment in the assessment, cleanup and management of solid and hazardous materials and is a step towards completing the training and on the job learning experience requirements of an apprenticeship. The ETAP Environmental Worker Job Training (EWJT) will:

- develop and implement a comprehensive and realistic training program that provides the certifications and knowledge to ensure the successful employment of local unemployed, underemployed and low-income minority residents in environmental jobs;
- develop a sustainable training program that benefits both students and the communities and provides local contractors conducting business in Rural Alaska with a reliable source of high quality entry and journeyman level field technicians and
- prepare EWJT graduates for continued professional development and work experience through the Environmental Technician Apprenticeship Program.

The Alaska Forum training curriculum includes a diversity of certifications and awareness trainings designed to ensure the employment of graduates in environmental jobs. All trainings will include OSHA 29 CFR 1910.120 40-hour HAZWOPER or 8-hour HAZWOPER Refresher. Other courses, identified through our labor market surveys and listed in Table 2, will be offered based on local workforce needs. The Alaska Forum will continue to work closely with employer and community partners to ensure our trainings remain relevant and in demand. Alaska can offer unique challenges for this type of training. Rural communities are widespread, expensive for travel and cannot provide large enough audiences to justify going to multiple communities. Traveling between small communities, or small communities to larger hub communities is not a daily commuting option. Small populations, long distances and high costs limit choices. To address these challenges, trainings will be held in regional hub communities; participants will travel in from surrounding communities and instructors, when not available locally, will also travel to these hub communities. Trainings will be offered in at least three regional hub locations each year and structured in 12 day blocks of approximately 88 – 90 hours training time or 6 days blocks of 48 hours. Graduates will be able to obtain up to 12 certificates each by completing all the offered training. For the two-week training block, students will attend classes eleven of the twelve days they are at the training location. The six-day session will be delivered on consecutive days. This schedule will allow maximum class time and minimum time away from home and provide a cost-efficient way to deliver classes to a Rural Alaska audience. Alaska Forum will require that all certified providers incorporate sustainable practices into their classroom instructions. Sometimes face-to-face instruction for intermediate and advance trainings may not be available and/or is cost prohibitive. The Alaska Forum will provide participants access to approved online certificate training when in person trainings are not affordable or possible.

TRAINING PROGRAM FORMAT

Table 2: Environmental Worker Job Training Core Training

Course	Awareness or Advanced	State or Federal Certification	HRS	Start/End Date	Times Offered	Cost	Cost to EPA	% of EPA Grant
OSHA Hazardous Waste Operation/Emergency Response (HAZWOPER)	Advanced	Federal	40	04/2019-20	4	\$25,500	\$25,500	12.75%
OSHA 10 hr Construction	Intermediate	Federal	10	04/2019-20	4	\$10,000	\$10,000	5.0%
Confined Space/Entry	Intermediate	Federal	8	04/2019-20	4	\$8,700	\$8,700	4.4%
First Aid/CPR/Survival	Intermediate	Federal	8	04/2019-20	4	\$5,100	\$5,100	2.6%
North Slope Training Cooperative Unescorted	Intermediate	State	8	04/2019-20	2	\$5,500	\$5,500	2.8%
Alaska Qualified Sampler Training	Intermediate	State	16	04/2019-20	2	\$9,000	\$9,000	4.5%
Driving Safety	Awareness	State	8	04/2019-20	2	\$4,050	\$4,050	2%
GPS/GIS in Environmental Field Work	Awareness	n/a	8	04/2019-20	2	\$4,050	\$4,050	2%
Lead Awareness	Awareness	Federal	4	04/2019-20	2	\$1,350	\$1,350	0.7%
Asbestos Awareness	Awareness	Federal	4	04/2019-20	2	\$1,350	\$1,350	0.7%
Energy Isolation/Fall Protection	Awareness	Federal	8	04/2019-20	2	\$3,900	\$3,900	2%
Forklift Operation	Intermediate	Federal	8	04/2019-20	2	\$4,950	\$4,950	2.5%
Hazardous Materials Awareness	Awareness	n/a	12	04/2019-20	2	\$4,500	\$4,500	2.3%
Freon Removal & Handling	Awareness	Federal	8	04/2019-20	2	\$4,025	\$0	0%
Asbestos Handler & Worker	Advanced	Federal	32	04/2019-20	2	\$10,125	\$0	0%
OSHA 2015 Hazardous Materials	Advanced	Federal	32	04/2019-20	1	\$7,500	\$0	0%
MSHA Awareness	Awareness	Federal	4	04/2019-20	2	\$1,500	\$0	0%
Wilderness First Aid	Intermediate	Federal	8	04/2019-20	2	\$4,500	\$0	0%
Air Craft/Field Safety	Awareness	n/a	8	04/2019-20	2	\$4,950	\$0	0%
Bear/Firearm Safety	Intermediate	Federal	8	04/2019-20	4	\$10,500	\$0	0%
Alaska Certified Erosion & Sediment Control Lead	Intermediate	State	16	04/2019-20	2	\$10,000	\$0	0%
Basic Fire Fighting (Red Card)	Intermediate	State	40	04/2019-20	2	\$15,000	\$0	0%
OSHA Disaster Site Worker	Intermediate	Federal	16	04/2019-20	2	\$7,500	\$0	0%
Shipping & Transportation DOT/IATA	Intermediate	Federal	24	04/2019-20	2	\$12,000	\$0	0%
Trenching & Excavating	Intermediate	Federal	8	04/2019-20	2	\$4,500	\$0	0%
Incident Command System-100 & 200	Awareness	Federal	6	04/2019-20	4	\$4,500	\$0	0%
NIMS IS 700/706	Awareness	Federal	6	04/2019-20	2	\$4,500	\$0	0%
HAZWOPER Refresher	Advanced	Federal	8	04/2019-20	3	\$7,500	\$0	0%
IS-5.A: An Introduction to Hazardous Materials	Intermediate	Federal	10	04/2019-20	2	\$5,250	\$0	0%

OSHA 7107 Evacuation & Emergency Planning	Awareness	Federal	4	04/2019-20	2	\$1,500	\$0	0%
Hazardous Communication	Awareness	Federal	2	04/2019-20	2	\$1,000	\$0	0%
Home Fuel Tank Inspection & Maintenance	Awareness	n/a	8	04/2019-20	4	\$8,100	\$0	0%
Indoor Air Quality Sampling & Monitoring	Awareness	n/a	8	04/2019-20	2	\$2,500	\$0	0%
Respiratory Fitness Testing	Intermediate	n/a	n/a	04/2019-20	2	\$4,500	\$0	0%
Recycling Health and Safety	Awareness	n/a	8	04/2019-20	2	\$4,500	\$0	0%
Small Boat Operation, Maintenance, Safety	Intermediate	n/a	8	04/2019-20	2	\$6,525	\$0	0%
ATV/ORV Operation, Maintenance, Safety	Intermediate	n/a	8	04/2019-20	2	\$6,525	\$0	0%
Online Approved Classes	Awareness to Intermediate	Varies		04/2019-20		\$25,000	\$0	0%
Total						\$261,950	\$87,950	44%

All training will be provided by Ilisagvik College or another Certified Provider

3. **Budget**

Personnel – EPA Funds: \$81,900

Workload will be allocated between the Project Manager and staff. The Project Manager is responsible for oversight, management, staff direction, grant administration and will provide direct work, general supervision, guidance, workload tasking and approval for all project activities and deliverables. Staff will assist with Outreach, Instruction, Program Management, Placement, and Tracking as assigned by the Project Manager. Staff hours will also include accounting, recordkeeping, and bookkeeping to ensure grant compliance. Based upon our experience during program implementation: Outreach activities will require 135 hours effort per year, or 405 total hours. Program Management requires 135 hours effort per year at 405 total hours, Placement and Tracking is a critical personnel allocation helping us achieve a high placement goal and requires 150 hours effort per year at 450 hours for the life of the grant. All hour rates are assumed at \$65/hour.

Travel – EPA Funds: \$13,000

Travel for staff is anticipated to be limited to annual EWDJT Training Meetings. Airfare, lodging and per diem to Washington DC area is typically \$2,500/per person. The budget reflects travel to three events for one person. The remaining travel will be used for travel expenses for instructors and/or students to training locations. Costs will vary by location. We anticipate assistance with student travel from community partners

Contractual –EPA Funds: \$87,950

Alaska Forum will work with Certified Providers to deliver classroom instructions for this project. In Northern Alaska, we will contract with Ilisagvik College to provide certified instructors. For other areas, Alaska Forum will seek proposals from qualified bidders to deliver trainings identified for each location.

Supplies –EPA Funds: \$8,150

Project-related computer, printing and office supplies, includes miscellaneous copying of resource material necessary to support project activities and expenses associated with grant implementation over 3 years. This will include computer equipment, for internet-based host services (mail server, online database, and website), and general office supplies, printing/ mailing and fax/copier operational expenses and usage contract. No equipment costing \$5,000 or more will be purchased through this grant.

Other –EPA Funds: \$9,000

Alaska Forum provides a \$250/month reimbursement for phone and Internet coverage to employees which amounts to \$250/month or ~\$3,000 per year. This allocation covers 1 FTE usage over 3 years.

Table 3: 3-Year Project Budget

Project Funding	Project Tasks				Total
	Outreach & Recruitment	Instruction /Training	Program Management	Placement & Tracking	
Personnel	26,325		26,325	29,250	\$81,900
<i>Hours per year @ \$65/hr</i>	<i>135</i>		<i>135</i>	<i>150</i>	
Fringe Benefits					
Travel	5,000		8,000		\$13,000
Contractual		87,950			\$87,950
Supplies			8,150		\$8,150
Other – internet service			9,000		\$9,000
Total EPA Funds					\$200,000

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

A. **Outputs and Outcomes**

Program Outputs: The Alaska Forum ETAP will recruit and enroll at least 60 unemployed or under-employed Alaska residents from Rural and Alaska Native communities in a minimum of 130 hours of Environmental Worker Job Training. Because of our community partners’ assistance with recruitment and screening, our goal is 100% completion of trainings. Historically, the Alaska Forum has placed 65% of those that enrolled in training provided by the ETAP into related employment. However, opportunities for

apprenticeships are dependent upon demand from employers and while fewer graduates will become apprentices, 100% of those that do are expected to find full-time sustainable employment in the environmental field. The Alaska Forum will place at least 39 graduates in entry level training related employment and up to 4 graduates in apprentice positions by the end of this grant. Even with the downturned economy, we think these are achievable goals for our graduates and will indicate a successful program.

Table 4: Program Outputs

Year	# Enrolled in EWJT	# Graduates of EWJT	# Graduates Placed	# Apprentices Placed	# Not Placed, Pursuing Edu.
Y1	30	30	19	2	1
Y2	30	30	20	2	
TOTAL	60	60	39	4	1

Program Outcomes: The long-term goals Environmental Worker Job Training support the EPA Strategic Objectives to clean up contaminated sites, prevent pollution, revitalize land and return it to local communities by creating a highly qualified local workforce to meet the needs of assessment, cleanup and management of contaminated site in their communities. This program will build capacity within Rural and Alaska Native communities to:

- Take advantage of jobs created by the assessment, cleanup and management of solid and hazardous waste sites and facilities while addressing environmental justice concerns.
- Access training that increases the employability of their community members.
- Reduce chemical exposures and improve the health of workers and residents.
- Foster self-sufficiency through skills development and job placement assistance.
- Participate in the promotion of environmental health and occupational safety, both on the job and in their homes.
- Promote remediation of environmentally impacted sites by educating participants about local contamination and environmental health issues.

Program Evaluation: Short term project outputs will be evaluated by the number of graduates from EWJT programs and how many are placed into employment and apprentice positions. By the end of this grant period, we expect at least 39 graduates will have found employment related to their training. We also anticipate placing at least 4 graduates into apprentice positions before the end of this grant. The Alaska Forum has a robust plan in place to track graduates and evaluate program success. Program outcomes will be appraised as Alaska Forum staff tracks graduates throughout the grant period with monthly surveys gathering information on employment status and additional training completed. We will also conduct employer surveys during the last year of the grant for feedback on the job performance of graduates and if they were adequately prepared for success in their jobs through our training.

These outputs and outcomes align with EWJT goals and will increase the likelihood of program success. Major project milestones include:

- October 2018 – Notice of Award
- May 2019 – At least 30 individuals graduate from EWJT; placement and tracking begin.
- May 2020 – At least 30 individuals graduate from EWJT; placement and tracking continue.
- September 2021 – Final EWDJT Reports and close out documents submitted.

For a more detailed description of the Project Milestones see attached Milestones Schedule.

B. Recruitment and Screening

Recruiting: The Alaska Forum will utilize the following activities to market the ETAP Environmental Worker Training to prospective students and recruit from Rural and Alaska Native communities:

- Outreach to Alaska Native Regional and Tribal Councils and Corporations;
- Outreach to Alaska Dept. of Labor Job Centers Network;
- Marketing to local environmental contractors and professional organizations.

We will increase the effectiveness of our recruiting by working closely with the One Stop services provided by our Tribal and State partners to enroll unemployed and underemployed members from Rural and Alaska Native communities impacted by environmental contamination. Alaska Forum will participate in outreach events such as job fairs, conferences and professional meetings to recruit participants and market

EWJT Graduates to potential employers. Open enrollment for trainings will be advertised through print and social media at least 60 days in advance of any training and applications will be accepted online and in print. We will also conduct an outreach campaign during the annual Alaska Forum conferences and provide current information and resources for applicants through the Alaska Forum webpage.

Screening and Retention: The Alaska Forum ETAP is responsible for screening and interviewing applicants. EWJT applicants must be at least 18 years of age, have earned a high school diploma or GED, have Alaska resident status, currently have, or have the ability to obtain a valid Alaska driver's license and are subject to background screening, drug and alcohol tests. All applicants must submit a written application – either online or completion of a downloadable application form returned during open entry periods in Year 1 and 2 of this grant. Benchmarks will be created to assist in identifying qualified and motivated applicants. Personal interviews will be conducted with each qualified applicant during which the length of the program, physical requirements of potential employment and current labor needs are discussed to ensure that they fully comprehend the goals of this program and have realistic expectations for employment opportunities. Successful applicants must be physically able and willing to perform common tasks and duties of environmental field workers, demonstrate an eagerness to participate entirely and learn from the trainings, commit to completing trainings and agree to respond to monthly follow up surveys while in the program and for one year after graduation to be considered for acceptance. Final screening of applicants will be accomplished by the ETAP Apprenticeship Committee who will assist with mock job interviews and final applicant assessment. This committee includes representatives from our employer partners who serve in an advisory capacity to the program. They work with Alaska Forum staff to evaluate all applicants and monitor those selected for placement. While some element of attrition is likely in all programs, the Alaska Forum and the participating employers anticipate that this will be minimal given the applicant selection criteria, the careful evaluation of those selected to participate and the valuable nature of this opportunity for career development. The Alaska Forum does not expect any fees or undue burdens for students participating in these trainings.

Training Locations: Trainings will be held in rural or urban hub centers to make them more accessible to Rural and Alaska Native communities. Facilities will be used that are easily reachable and suited for the type of training to be offered. When necessary, travel assistance will be provided to qualifying students.

C. Program Support

The Alaska Forum has worked hard to strengthen and further develop relationships with environmental and conservation contractors, brownfields programs and community organizations to ensure strong job search support and resources are available for our graduates. For those that continue into the Environmental Technician Apprenticeship, the direct link between the Alaska Forum and potential employers is a critical program asset. Employers are directly engaged in the review and selection of applicants and agree to mentor apprentices for 4000 hours of on the job learning experience while they continue with their training and professional development. Unfortunately, we expect the number of available apprenticeships to remain low over the next few years. The Alaska Forum, however, is committed to use these same links with current and potential employer partners to secure job placement for all EWJT Graduates. The Alaska Forum has earned a reputation for producing high quality environmental technicians through our Environmental Technician Apprenticeship Program. Our community and employer partners expect the same quality of graduates from the Environmental Worker Job Training and have committed to hiring graduates in entry level positions on upcoming projects. Additional job placement support and resources will include job board announcements, outreach and marketing to potential employers, email blasts and phone calls regarding current opportunities. Graduates will also have access to other job skills trainings through partnerships with Tribal and State Job Centers. Alaska Forum staff will be available for a high level of support during the first weeks of employment when requested. The Alaska Forum is committed to working closely with the employment services of our Tribal partners to place graduating shareholders with employers working on projects impacting their lands and communities.

The Alaska Forum uses an online human resource software program to track the professional development and employment progress of graduates and apprentices. Monthly and quarterly surveys provide updates on continued education and work experiences. Current records of all certifications, education credits and work-related experience earned, as well as current resumes and other references for job applications are maintained for each participant. Contact information must be updated annually to remain active. All apprentice records and current status are kept by the Alaska Forum for a minimum of 5 years after leaving the

program. Records for graduates of EWJT that do not continue into an apprenticeship will be kept for one year after leaving the program. This comprehensive database of available apprentices and EWJT Graduates is currently available free of charge to current and potential employers. The ETAP Apprenticeship Committee ultimately anticipates that access to this database will require a prior financial commitment from employers as part of the effort to achieve program sustainability.

The Alaska Forum will market graduates to potential employers by raising their awareness of available hiring incentives. Benefits to employers can include reduced training costs, an enhanced pool of skilled workers, effective recruiting of motivated future employee and training tailored to meet employee needs. Tax incentives vary annually and Alaska Forum will encourage employers to consider apprentices by ensuring awareness of these and other benefits. Many projects in Rural Alaska, especially those that occur on and near Tribal lands, will require contractors to hire local residents and/or shareholders for the jobs. The certifications and skills provided by ETAP and EWJT will create a qualified local workforce and enable employers to meet these contractual obligations.

D. Program Sustainability

The Environmental Technician Apprenticeship Program and EWJT will be sustained beyond the grant period by diverse funding from multiple sources including participating employers. The Alaska Department of Labor is a committed partner with a history of sustained funding, investing over \$1,000,000 in ETAP since 2011. State funds, derived from Alaska business employment taxes and are earmarked to serve programs such as this workforce development program. These fiscal allocations have been based on assessment of need by the Alaskan Workforce Investment Board. Financial support from Alaska DOL is expected for the foreseeable future. Due to an increasing demand for locally sourced, trained personnel, the Alaska Forum also envisions this program being sustained in part by financial inputs from participating employers. Further demand for trained apprentices and EWJT Graduates will likely continue because of the substantial amount of cleanup work remaining in Alaska and ongoing needs generated by the resource extraction industry. This combination of business support and recognition of need by the State creates sustainability for this program.

5. Programmatic Capability

A. Grant Management System

The Alaska Forum has the organizational experience within our staff to efficiently and effectively implement and manage this grant. Using our current grant management system, we have successfully implemented our existing *Environmental Technician Apprenticeship Program* under a grant from the Alaska Dept. of Labor since 2011. We have delivered the program and completed associated grant tasks ahead of schedule, exceeding all expectations of our grant project officer. With support from a talented and diverse staff, the Alaska Forum has the expertise in place to successfully administer all aspects of the *ETAP Environmental Worker Training* from technical training, budget and accounting to evaluation and follow up.

The Alaska Forum is a small, but strong team with a high employee retention. The Executive Director will oversee and coordinate activities including training, reporting, employer partnerships, staff activities, contractual support and general programmatic operations. The Apprenticeship Director will direct day to day activities of the program including training development and delivery, employment placement assistance, tracking employment and progress towards completion of the program and all associated certifications, provide general grant reporting support and programmatic coordination. The Financial Director will provide proper financial oversight and contribute to reporting as necessary to comply with all financial requirements. Alaska Forum has the robust capacity to manage and execute the activities in this proposal. Project leadership and tasks will be shared among key staff associated with this program including:

Kurt Eilo, Executive Director of the Alaska Forum, Inc. will serve as Project Manager. With over 30 years of environmental experience, including 15 years with the US EPA (RCRA, Air Quality, TSCA, Solid Waste, and as a Certified Project Officer), Mr. Eilo has a strong foundation and experience implementing and administering environmental projects.

Meg Burgett, Apprenticeship Director will provide staff level support to the ETAP and the Environmental Worker Training providing training logistics, data management and working directly with Apprentices and Graduates to track certifications, professional development progress and work experience hours. New to the program, Ms. Burgett brings over 30 years of experience in extension education program development and delivery.

Lindsey Jolly, Financial Director: Ms. Jolly’s responsibilities encompass all aspects of federal financial administration including preparing monthly and quarterly financial reports, internal and external audits, administrative budget monitoring and tax reports.

Alaska Forum staff will partner with Certified Providers to deliver classroom instruction for the EWJT. For trainings held in Northern Alaska, we will partner with Ilisagvik College, a two-year Tribal college located in Barrow, AK to deliver trainings. Ilisagvik offers Associate Degrees and certificates in vocational, academic and workforce development. Faculty instructors are authorized to provide classroom instruction in a variety of OSHA, NCCER, North Slope Training Cooperative, State and Federal certifications. For trainings offered outside of Northern Alaska, the Alaska Forum will rely on contractual support for classroom instruction and certifications. Contracts are bid and executed within the parameters of their associated funding source including competitive procurement standards of 40 CFR Part 31 where appropriate. Contracting with certified providers for classroom instruction is the most efficient and effective way to ensure high quality courses for our participants.

B. Organizational Experience

The Alaska Forum has over 15 years of proven experience in environmental training and working with the Rural and Alaska Native communities. Our experience includes 16 years of hosting an annual, week long, *Alaska Forum on the Environment* training event that addresses over 80 environmental topics, involves over 200 technical presenters, and covers topics including emergency response, spill prevention, hazardous waste, solid waste, air quality, climate change, pollutants, water quality and includes the 8 hour HAZWOPER refresher. This event attracts 1,300-1,800 people each year, more than 75% of the participants come from, or service Rural and Alaska Native communities. This conference offers an effective and cost-efficient way of delivering programming and resources to Rural and Alaska communities that are otherwise difficult to reach. The *Environmental Technician Apprenticeship Program* has demonstrated the capacity to recruit and train from populations across Alaska affected by contamination and environmental justice concerns and can specifically expand this benefit with support from the EWDJT grant. The Alaska Forum has efficiently and effectively implemented the *Environmental Technician Apprenticeship Program* since 2011 and has proven experience in the employment and training field. The Alaska Forum, Inc. operations are overseen by a Board of Directors and the Environmental Apprenticeship Program utilizes the Apprenticeship Committee which serves in an advisory capacity to help guide the program direction and needs. An Apprenticeship Committee is an established working group to provide guidance and oversight and consists of business employers and government partners that help ensure we maintain a direct connection to employer interests and needs while also ensuring proper adherence to apprenticeship application and common hiring practices. The Alaska Forum also has extensive experience delivering the Rural Alaska Landfill Operator Training, a solid waste training funded by USDA and EPA, and an EPA Environmental Education program, all with directed to Rural and Native Alaska communities.

C. Audit Findings

The Alaska Forum has never had any adverse audit findings and maintains full compliance with all grant reporting and expenditure requirements.

D. Past Performance and Accomplishments

i. Current and Past EPA EWDJT Grant Recipient

Table 5: Accomplishments

Grant #	Project Period	Funds Expended	# Trained	# Placed	% Placed Full-time	ACRES Current?
JT-00J92701	10/01/2014 – 9/30/2017	\$200,000	58	37	65	Yes
JT-01J23201	10/01/2016 – 9/30/2019	\$101,922	23	15	65	Yes

The Alaska Forum has been implementing an environmental job training program since 2011 and has received two previous EWDJT grants. We have demonstrated success in achieving program results and at

this time, we are in complete compliance with all grant requirements, work plan schedule terms and conditions. For the FY14 Award (JT-00J92701), the Alaska Forum proposed training 42 apprentices and we actually enrolled and trained 58 individuals. Graduates completed at least 10,000 hours of training and were awarded over 900 certifications. Although only a small percentage of participants were able to obtain an apprenticeship, 65% of those completing at least 150 hours of training were placed in training related occupations. During this grant period, 7 program participants completed additional training and received 4,000 of on-the-job learning experience with a ETAP partner employer. Those completing the Apprenticeship have a placement rate of 100% into full time employment in the environmental field. The Alaska Forum is also in the second year of a FY16 award (JT-01J23201). To date 23 individuals have completed trainings and we are maintaining a 65% placement rate for program participants. Additional trainings this spring are planned and expectations are for at least 20 participants this year.

6. Community and Employer Partnerships

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

Through its many successful programs, the Alaska Forum has forged high quality collaborations with environmental contractors and consultants, State and Federal funding organizations and Alaska Native Councils and Tribal organization. Each year, the Alaska Forum conference brings together representatives from all these groups to share information, technical knowledge and solutions to address the assessment, cleanup and management of hazardous waste in Alaska. Alaska Forum ETAP is a proven and effective source for job training and quality workers for local and regional projects discussed at this conference. Alaska Forum staff has invested significant effort to include and collaborate with local Brownfields assessment and cleanup projects and will participate in advisory meetings for the Municipality of Anchorage, Matanuska Susitna Borough and Kodiak Island Brownfields Assessment and Cleanup projects. We have commitments from all three grant recipients to support the Environmental Worker Job Training to provide workers for their upcoming projects. We will also reach out to local and regional Brownfields Spill Response Teams and seek their input on curriculum and raise awareness of available training through this program. These collaborations will lead to employment opportunities for EWJT Graduates and ETAP Apprentices, enhance the quality and relevance of training curricula and ensure a highly qualified workforce with the skills and certifications needed for cleanup and remediation projects in Alaska.

B. Community Partnership Building

Alaska has many overlapping communities – those of location, interest and heritage among others. As a whole, the Alaska Native community – the largest private landowner in the State – is the most impacted by environmental contamination and often the least prepared to take advantage of employment created by the assessment, cleanup and management of contaminated sites on and around their lands. For over 15 years, the Alaska Forum has brought members of the Alaska Native and Rural Alaska communities together with scientists, technicians and professionals to share their knowledge and collectively work for the appropriate use and management of Alaska's natural resources. The Alaska Native and Rural communities are well-represented on the Alaska Forum Board of Directors and lead many important organizational committees. To increase the number of Rural and Alaska Native applicants for ETAP and EWJT, we will reach out to regional and local Alaska Native Councils. Today, most all 229 federally recognized tribes in Alaska have tribal councils as their governing bodies. The sizes and names vary, but they all are able to offer a wide variety of services to their tribal members and residents of their communities either directly through the tribes, or through non-profit Native owned and operated organizations. These services include health care, social services, housing, utilities, educational assistance, employment, environmental safeguards and judicial services. The Cook Inlet Tribal Council (CITC) and the Knik Tribal Council (KTC) have both pledged their support and have agreed to refer applicants, assist with travel expenses and make available their full range of services to qualifying graduates. We will prioritize engaging local and regional Alaska Native Councils, including CITC and KTC in the identification of job training needs and recruitment of applicants. This program will provide not only job development training for the people they serve, it also develops a qualified, local workforce to perform the tasks of cleanup and remediation of contaminated sites on their lands.

In Northern Alaska, the North Slope Borough is home to one of the largest oil and gas developments in

the United States and the location of multiple contaminated sites left behind by the military and other development activities. These developments and activities have generated a demand for a skilled local workforce for the assessment, cleanup and management of contaminated sites. The Alaska Forum ETAP will collaborate with Ilisagvik College, the only federally recognized accredited Tribal college in Alaska, located in Utquagvik (Barrow), to deliver Environmental Worker Job Training in at least two locations during this grant period. The Dept. of Workforce Development (WFD) will provide industry authorized and other highly qualified instructors for classroom teaching and will facilitate discussion with North Slope employers to provide input into course development. Ilisagvik College will also assist with student selection and screening and travel expenses. Technical credit will be available for training delivered by Ilisagvik and tuition fees will be waived for qualifying students. The skills and certifications included in the EWJT course are in high demand in this area and will increase the employability of their graduates.

C. Employer Involvement

The ETAP was developed as a direct result of input from environmental managers and contractors that provide services to Rural and Alaska Native communities. In 2010, a group of Alaska industry leaders approached the State of Alaska and the Alaska Forum about their need to develop a locally available skilled environmental workforce. The Environmental Apprenticeship Program is the direct result of involvement of the employer community who provided input into this proposed job training program through surveys, meetings and feedback. Many of these employers serve on the Apprenticeship Committee which acts in an advisory role and is a requirement for registered apprenticeship programs. Our current committee includes representatives from these Alaska environmental contractors – Environmental Management Inc., ERM Environmental, Terrasond, CH2M, Exp Energy Services and UIC UMIAQ Environmental. The committee meets at least quarterly and provides direct input into curriculum development and the review and selection of program applicants. Our employer partners provide in-kind services to Alaska Forum through time spent on the screening and selection of students, conducting mock job interviews with applicants, mentoring of apprentices and input into course development. Since 2011, they have contributed over 32,000 hours of mentoring apprentices, both CH2M and UMIAQ Environment currently employ ETAP Graduates in journeyman level positions; at this time, CH2M also employs and mentors another three Apprentices. This is evidence of their commitment both to the program and to developing the local environmental workforce in Alaska. Because of the high quality of training Alaska Forum graduates receive, employers not able to commit to long term positions are still coming to the ETAP seeking skilled and certified workers. The Environmental Worker Job Training courses have been selected to meet the demand from environmental contractors for entry level seasonal workers for upcoming cleanup and remediation projects in Rural Alaska. Both UMIAQ Environmental and CH2M have committed to hiring graduates if their anticipated projects go forward.

7. Leverage

Project Funding	Status of Funds	Project Tasks				Total
		Outreach & Recruitment	Instruction/ Training	Program Management	Placement & Tracking	
AKDOL SFY2018	Confirmed	\$17,875	\$29,000	\$8,500	\$17,875	\$75,000
AKDOL SFY2019	Anticipated	\$35,750	\$58,000	\$17,000	\$35,750	\$150,000
AKDOL SFY2020	Anticipated	\$35,750	\$58,000	\$17,000	\$35,750	\$150,000
AKDOL SFY2021	Anticipated	\$17,875	\$29,000	\$8,500	\$17,875	\$75,000
Total:		\$107,250	\$174,000	\$51,000	\$107,250	\$450,000

**Anticipated funding from the State of Alaska in July-June State Fiscal Years*

Funding this proposal will allow EPA to leverage their investment into an existing program effort with support provided by the Alaska Dept. of Labor Training and Education program. Since FY2011, the Alaska DOL has provided \$1,044,590 in funds to support the development and delivery of training programs for the Environmental Technician Apprenticeship Program. Funding for this proposal with EWDJT funds will encourage the Alaska DOL to continue their ongoing investment in general program support of an anticipated \$150,000/year. The leveraged funding for this project during the grant period is projected at \$450,000, with an additional leveraged \$1,044,590 based upon existing investment by Alaska Department of Labor into ETAP.

INTERNAL REVENUE SERVICE
P. O. BOX 2508
CINCINNATI, OH 45201

DEPARTMENT OF THE TREASURY

Date:

DEC 05 2006

ALASKA FORUM ON THE ENVIRONMENT INC
4820 LEAH CT
ANCHORAGE, AK 99504 0000

Employer Identification Number:

80-0025380

DLN:

17053273769036

Contact Person:

DIANE M ECKARD

ID# 31394

Contact Telephone Number:

(877) 829-5500

Public Charity Status:

170(b)(1)(A)(vi)

Dear Applicant:

Our letter dated July 2002, stated you would be exempt from Federal income tax under section 501(c)(3) of the Internal Revenue Code, and you would be treated as a public charity, rather than as a private foundation, during an advance ruling period.

Based on the information you submitted, you are classified as a public charity under the Code section listed in the heading of this letter. Since your exempt status was not under consideration, you continue to be classified as an organization exempt from Federal income tax under section 501(c)(3) of the Code.

Publication 557, Tax-Exempt Status for Your Organization, provides detailed information about your rights and responsibilities as an exempt organization. You may request a copy by calling the toll-free number for forms, (800) 829-3676. Information is also available on our Internet Web Site at www.irs.gov.

If you have general questions about exempt organizations, please call our toll-free number shown in the heading.

Please keep this letter in your permanent records.

Sincerely yours,



Lois G. Lerner
Director, Exempt Organizations
Rulings and Agreements

Letter 1050 (DO/CG)

ATTACHMENT 1

Project Milestone Schedule:

Project Task	Start	End
Outreach to Community and Employer Partners for curriculum input	Nov. 2018	Dec. 2018
Determine Year 1 Training content, location and dates	Dec. 2018	Feb. 2019
Quarterly Report and ACRES update		Dec. 2018
Outreach to Community partners for participant recruitment; open application period for Year 1 training	Feb. 2019	April 2019
Year 1 Trainings	Mar. 2019	May 2019
Quarterly Report and ACRES update		Mar. 2019
Job Placement, career & professional development counseling		Ongoing
Quarterly Report and ACRES update		June 2019
Quarterly Report and ACRES update		Sept. 2019
Outreach to Community and Employer Partners for curriculum input	Oct. 2019	Dec. 2019
Quarterly Report and ACRES update		Dec. 2019
Determine Year 2 Training content, location and dates	Dec. 2019	Feb. 2020
Outreach to Community partners for participant recruitment; open application period for Year 2 training	Feb. 2020	April 2020
Quarterly Report and ACRES update		Mar. 2020
Year 2 Trainings	Mar. 2020	May 2020
Job Placement, career & professional development counseling		Ongoing
Quarterly Report and ACRES update		June 2020
Graduate Monitoring		Ongoing
Quarterly Report and ACRES update		Sept. 2020
Quarterly Report and ACRES update		Dec. 2020
Quarterly Report and ACRES update		Mar. 2021
Quarterly Report and ACRES update		June 2021
Final Report and Grant Close Out		Sept. 2021

Appendix 3 Other Factors Checklist

Please identify with an X any of the items below which may apply to your proposed Environmental Workforce Development and Job Training Grant project area as described in your proposal. Also, provide the page number and where the information is located within your proposal on how you meet the factor on the line provided next to each factor. EPA may verify these disclosures and supporting information prior to selection and may consider this information during the evaluation process.

- X 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.

State Employment Workforce Development funds are disproportionately allocated to larger communities and urban centers. Alaska has a statewide population of 739,828¹ and approximately 20% live in communities smaller than 10,000. Alaska’s Rural population of approximately 150,000 is scattered between 250+ villages across Alaska. This proposed training will focus on these communities that have not had access to environmental job training before.

- X Fair distribution of funds between new applicants and previous job training grant recipients; (“New” applicants are 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?

Previous Grant Recipient: 10/2014 – 09/2017

Current Grant Recipient: 10/2016 – 09/2019

- X Community adversely affected by natural disasters (2013 or later), including, but not limited to, recent hurricanes in the United States and Caribbean and recent wildfires in the Western United States.

Since 2013, Alaska has been affected by natural disasters including extreme weather, large and intense wildfires, loss of developed shorelines to erosion and earthquakes. All of these events generate the need for the assessment and cleanup of hazardous materials.

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

The Alaska Forum is not a federally recognized Tribe or Government. However, our partners for this proposal are and will be providing assistance and support.

- X 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 and 2000 decennial censuses and the most recent Small Area Income and Poverty Estimates.

The poverty rate in Rural Alaska averages 20% and higher²

¹ Alaska DOL 2016 Population Estimates

² UAA-ISER Publication, Permanent Fund Dividends and Poverty in Alaska, Nov 2016

Whether the applicant is a member of an Urban Waters partnership project, including, but not limited to, recipients of EPA Urban Waters Grants and members of the Urban Waters Learning Network.

✘ Proposals that seek to serve veterans.

While not specifically targeting veterans, this program is a viable option for veterans seeking environmental employment. The Alaska Forum in association with our State employers ensure that employment opportunities are advertised in a method that notifies all veterans of potential employment opportunities available through this program.



CH2M HILL
949 E. 36th Avenue
Suite 500
Anchorage, AK
99508
Tel 907.762.1357
Fax 907.257.2048

December 14, 2017

Alaska Forum
Kurt Eilo, Executive Director
PO Box 212409
Anchorage, AK 99521

Dear Kurt,

This letter is written in support of the Alaska Forum Environmental Technician Apprenticeship Program (ETAP) and your request for continued financial support from the US EPA Environmental Workforce Development and Job Training grant.

Since 2011, this program has helped CH2M cost-effectively recruit new, entry-level talent to support our clients' projects and programs in Alaska. It is because of this success that CH2M remains committed to participating and supporting ETAP. Two apprentices have completed their education and work experience with CH2M, and three apprentices are currently working at CH2M either full time or seasonally. The Environmental Worker Job Training (EWJT) proposed by this project reflects our company's need for entry level training for many of our projects across Alaska. Upcoming projects make us hopeful we will be able to employ another apprentice or fill other seasonal positions with EWJT graduates during the upcoming field season.

CH2M will continue to support and participate in the Alaska Forum ETAP and the Environmental Worker Job Training program by providing insights as it relates to our industry; partnering with Alaska Forum ETAP on curriculum development to ensure that training addresses the needs of our company and other employers and providing feedback on the performance of graduates to help ensure that trainings support the needs of graduates entering the industry. CH2M will also continue to assist with the review and selection of program participants and looks forward to being able to employ future program graduates.

The Alaska Forum ETAP not only provides great benefits to graduates and employers, it also helps develop a workforce from the ground up that can enable industry with the appropriate level of experienced staff on environmental projects across the state. I strongly urge the USEPA to continue funding for this valuable job training program.

Sincerely,

A handwritten signature in blue ink that reads "Cory Hinds".

Cory Hinds, P.E.
Environmental Engineer/Project Manager
CH2M HILL Alaska



December 12, 2017

Kurt Eilo
Alaska Forum, Inc.
PO Box 212409
Anchorage, AK 99521

pb.
907 793.3600
fx.
907 793.3602
web.
CITCI.org

RE: Letter of Support for ETAP Environmental Worker Job Training

Dear Mr. Eilo,

On behalf of Cook Inlet Tribal Council (CITC), I submit this letter is in support of the Alaska Forum Environmental Technician Apprenticeship Program (ETAP) proposal for the US Environmental Protection Agency Environmental Workforce Development and Job Training grant.

CITC has been designated its tribal authority through Cook Inlet Region Inc., organized through the Alaska Native Claims Settlement Act and recognized under Section 4(b) of the Indian Self-Determination and Education Assistance Act (PL 93-638, 25 U.S.C. 450b). For more than 30 years, CITC has provided opportunities for individuals, families, and communities within our region that promote self-determination for Alaska Native and American Indian people. Established in 1983, we provide an array of programs and services that empower individuals and equip them with the tools needed to realize their full potential. Although we are located in Anchorage, we provide supports to all of the federally recognized tribes and surrounding communities within the Cook Inlet.

While our primary service area is the Cook Inlet region of southcentral Alaska, CITC embraces the contemporary diversity of Our People and welcomes all who come through our doors, regardless of their regional origin or formal affiliation. Our core service areas include Child & Family Services, Employment & Training, Recovery Services and Education. All of our programs are steeped in our deeply held belief that true self-determination is grounded in self-sufficiency and the ability to take responsibility for one's own life, family and community.

Our organization supports this project and will offer to refer interested and eligible participants. We will also share your program information with other workforce development partners we have in an effort to boost recruitment. We are hopeful that ETAP will be fund for this opportunity which will expand opportunities for our people and gladly support this partnership moving forward. Please feel free to contact me with any questions. Thank you for your consideration.

Sincerely,


Gloria O'Neill
President/CEO



December 6, 2017

Alaska Forum
Kurt Eilo, Executive Director
PO Box 212409
Anchorage, AK 99521

Dear Kurt,

This letter is written in support of the Alaska Forum Environmental Technician Apprenticeship Program (ETAP) and your request for continued financial support from the US EPA Environmental Workforce Development and Job Training grant.

Since 2011, this program has helped UMIAQ Environmental cost-effectively recruit new, entry-level talent to support our clients' projects and programs in Alaska. It is because of this success that UMIAQ Environmental remains committed to participating and supporting ETAP. Two apprentices have completed their education and work experience with UMIAQ. We currently employ two ETAP Apprentice graduates in full time, journeyman level positions, one an Ukpeagvik Inupiat Corporation (UIC) shareholder, the regional Alaska Native Corporation of the community of Barrow and UMIAQ Environmental's parent company. UMIAQ Environmental staff also provided input to Alaska Forum and Ilisagvik College on curriculum development for Environmental Worker training to be held in Barrow. It is our goal to employ local shareholders in our upcoming projects and the skills and certifications delivered by this training will help build a highly qualified local workforce to meet that need.

UMIAQ Environmental will continue to support and participate in the Alaska Forum ETAP and the Environmental Worker Job Training program by providing insights as it relates to our industry; partnering with Alaska Forum ETAP on curriculum development to ensure that training addresses the needs of our company and other employers and providing feedback on the performance of graduates to help ensure that trainings support the needs of graduates entering the industry. UMIAQ Environmental will also continue to assist with the review and selection of program participants and looks forward to being able to employ future program graduates in Apprentice and seasonal positions.

*UMIAQ Environmental Letter of Support
Alaska Forum
December 6, 2017
Page 2*

The Alaska Forum ETAP not only provides great benefits to graduates and employers, it also helps develop a workforce from the ground up that can enable industry with the appropriate level of experienced staff on environmental projects across the state. I hope the US Environmental Protection Agency will recognize its benefits and continue funding this valuable job training program.

A handwritten signature in cursive script that reads "Cynthia Trapp".

Cynthia Trapp, ARMP
Assoc. Environmental & Emergency Management Specialist
UMIAQ Environmental LLC.



Stantec Consulting Services Inc.
725 East Fireweed Lane, Suite 200, Anchorage, AK 99503

December 13, 2017

Attention: Kurt Eilo, Executive Director

Alaska Forum, Inc.
PO Box 212409
Anchorage, AK 99521

Dear Kurt,

It is my pleasure to submit this letter of support for the Alaska Forum Environmental Technician Apprenticeship Program (ETAP) and your request for funding from the US EPA Environmental Workforce Development and Job Training grant.

Since 1954, Stantec has strengthened communities across the continent. Today, Stantec is a publicly traded corporation that unities approximately 22,000 employees working in over 400 locations. Locally, our Anchorage office supports over 20 environmental professions with a wide variety of environmental restoration and brownfield redevelopment experience. Stantec is currently implementing US EPA Brownfield Grants for the Mat-Su Borough, Kodiak Island Borough and the Municipality of Anchorage. We develop comprehensive, long-term redevelopment programs, leveraging grant funding to transform brownfields from liabilities to community assets. We perform a wide range of environmental assessment, community development, and remediation projects at locations in the Anchorage area as well as throughout Alaska. As our staff in Alaska continues to grow, we face increasing difficulties finding entry level staff with appropriate training.

The training provided by the proposed Alaska Forum ETAP Environmental Worker Job Training (EWJT) will be essential in creating a highly qualified local workforce to meet the anticipated employment needs for assessment, cleanup and management of brownfields projects in the Municipality of Anchorage, Matanuska Susitna Borough, and Kodiak Island Borough.

Stantec is excited to partner with Alaska Forum and will support ETAP and the EWJT by

- Assisting in the health and safety training of graduates and instructors;
- Providing insight and input into curriculum development to ensure training continues to meet our needs as well as those of other employers of environmental technicians;
- Support firms that hire graduates of the Alaska Forum Inc. during implementation of brownfield grants;
- Invite a member of the Alaska Forum to participate in brownfield advisory community meetings;
- Interviewing EWJT graduates for possible entry level apprenticeship or seasonal positions and;



December 13, 2017
Kurt Eilo, Executive Director
Page 2 of 2

- Speaking to EWJT classes about environmental consulting jobs and brownfields work.

We look forward to working with Alaska Forum as they continue to provide access to high quality educational opportunities and pathways to promising environmental careers. I hope the US EPA will see the value of this program and selects your proposal for funding

Regards,

STANTEC CONSULTING SERVICES INC.

Cyrus Gorman, L.G.
Project Manager
Phone: (206) 494-5029
cyrus.gorman@stantec.com



KNIK TRIBAL COUNCIL

KNIK, THE OLDEST VILLAGE IN COOK INLET

December 10, 2017

Alaska Forum, Inc.
Kurt Eilo
PO Box 212409
Anchorage, AK 99521
RE: Letter of Support for ETAP Environmental Worker Job Training

Dear Kurt,

This letter is in support of the Alaska Forum Environmental Technician Apprenticeship Program (ETAP) and their proposal for financial assistance from the US Environmental Protection Agency Environmental Workforce Development and Job Training grant.

Knik Tribal Council (KTC) is a federally recognized tribe, under the Indian Reorganization Act of 1934 (IRA) as amended for Alaska in 1936. The base members and their descendants adopted the KTC Constitution in 1989, chartering KTC as the official Tribal Government in the Matanuska Susitna Borough. KTC is a non-profit that provides social, educational, housing improvement and other services to more than 10,000 Alaska Natives and American Indians living in the Mat-Su area.

Although primarily located in an urban area, members of the Knik Tribal community face many environmental justice issues common in more rural areas. A minority in the larger community, Tribal members often see higher rates of poverty and unemployment, inadequate housing and lack access to education and training. At the same time, past activities and unprecedented growth and development in the Mat-Su region are increasingly impacting tribal lands, subsistence activities and cultural traditions. Documentation and assessment of contaminated sites on tribal lands has been difficult for the Tribe to manage effectively and Tribal members are often unprepared to take advantage of the employment created by these projects. The skills and certifications offered by the proposed ETAP Environmental Worker Job Training and the close link that the Alaska Forum has with employer partners would directly impact the ability of KTC to better respond to the needs of our members and our lands.

We fully support this project and offer our collaboration by referring Tribal members for participation in EWJT trainings, assisting with travel costs for Tribal members to attend training when possible and providing participating Tribal members with access to employment and education, housing, transportation and other social services available through KTC. We also agree to connect Alaska Forum ETAP with our network of employers and offer input into the development of training materials to address local employment needs. Without this program, job opportunities connected with the assessment, cleanup and management of contaminated sites will not be available to local communities. We hope the USEPA will fully invest in the Alaska Forum ETAP Environmental Worker Job Training.

Richard Porter 
Knik Tribal Council, Executive Director



Kodiak Island Borough

Community Development Department

710 Mill Bay Road

Kodiak, Alaska 99615

Phone (907) 486-9363 Fax (907) 486-9396

December 13, 2017

Kurt Eilo
Executive Director
Alaska Forum, Inc.
P.O. Box 212409
Anchorage, Alaska 99521

Re: Support for the U.S. EPA Environmental Workforce Development and Job Training Grant

Dear Mr. Eilo:

The Kodiak Island Borough would like to formally provide our support of Alaska Forum Inc.'s funding request from the U.S. EPA via its Environmental Workforce Development and Job Training grant for Alaska Forum Inc.'s Environmental Technician Apprenticeship Program (ETAP).

The Kodiak Island Coalition, consisting of the Kodiak Island Borough, City of Kodiak, and Natives of Kodiak, was awarded \$600,000 in Community-Wide Assessment (CWA) grant funding from the U.S. EPA. This funding enables the Coalition to inventory, assess, and conduct cleanup planning and community involvement activities for Brownfield sites within the Kodiak Island Borough.

Both the Coalition and our consultants, Stantec Consulting Services Inc., realize the value of utilizing the local labor force and are excited at the prospect of using ETAP graduates for the environmental work associated with our CWA grant activities. We look forward to working with Alaska Forum in our Brownfield endeavors and are grateful for their continued work in providing Alaskans the skills that they need to be successful in their careers here at home.

Regards,

A handwritten signature in black ink, appearing to read "Sara Mason". The signature is written in a cursive, flowing style.

Sara Mason
Community Development Director



MATANUSKA-SUSITNA BOROUGH

Planning and Land Use Department

350 East Dahlia Avenue • Palmer, AK 99645

Phone (907) 745-9851 • Fax (907) 745-9876

www.matsugov.us

December 10, 2017,

Kurt Eilo, Executive Director
Alaska Forum, Inc.
PO Box 212409
Anchorage, AK 99521

Dear Kurt,

I would like to offer a letter of support for the Alaska Forum Environmental Technician Apprenticeship Program (ETAP) and your request for funding from the US EPA Environmental Workforce Development and Job Training grant.

The MatSu Borough and its coalition partners the City of Wasilla and the City of Palmer were selected to receive the Brownfield Coalition Community-Wide Assessment Grant. The Borough and its partners are currently working together to develop a comprehensive brownfield program within the MatSu Borough to strengthen the local economy by attracting new, diverse industries. The program plans to provide funding for assessment activities at priority brownfields sites and area-wide planning for the City of Wasilla to look at some redevelopment of the downtown area.

The MatSu Borough supports the employment of local residents for jobs created by the assessment, cleanup and management of contaminated sites within the Borough. We recognize the value of the skills and certifications provided by the ETAP Environmental Worker Job Training and will assist the Alaska Forum connect with contractors for training opportunities and for the placement of program graduates. In addition, we will offer input for curriculum development to ensure that the training continues to meet the needs of contractors and others associated with our projects.

We look forward to working with Alaska Forum to help create a highly skilled and qualified local workforce and hope the US EPA also sees the value of this program.

Respectfully,

Christopher Cole, C.M.
Planner II

MUNICIPALITY OF ANCHORAGE



Mayor Ethan Berkowitz

December 4, 2017

Mr. Kurt Eilo, Executive Director
Alaska Forum, Inc.
PO Box 212409
Anchorage, AK 99521

Dear Mr. Eilo:

We are pleased to offer our support for the Alaska Forum Environmental Technician Apprenticeship Program (ETAP) and your request for funding from the US EPA Environmental Workforce Development and Job Training grant.

The Municipality of Anchorage was awarded a \$300,000 Brownfield Community-Wide Assessment (CWA) grant in 2017. Among other plans, the Municipality is working to implement the *Anchorage 2040 Land Use Plan* (LUP) to ensure equitable and efficient growth within our limited geographic area, while protecting and enhancing our neighborhoods, commercial centers, and transportation corridors. In addition, the Municipality expects to engage the community throughout the project in accordance with established community plans and objectives, which both support the local economy and job creation.

The Municipality of Anchorage supports the employment of local residents for jobs created by the assessment, cleanup, and management of contaminated sites within the Anchorage Bowl. We recognize the value of the skills and certifications provided by the ETAP Environmental Worker Job Training and will assist the Alaska Forum connect with contractors for training opportunities and for the placement of program graduates. In addition, we will offer input for curriculum development to ensure that the training continues to meet the needs of contractors and others associated with our projects.

We look forward to working with Alaska Forum to help create a highly skilled and qualified local workforce and hope the US EPA also sees the value of this program.

Sincerely,

Hal H. Hart, AICP
Director, Planning Department

Robin Ward
Director, Real Estate Department



December 11, 2017

Alaska Forum, Inc.
Kurt Eilo
PO Box 212409
Anchorage, AK 99521

RE: Letter of Support for ETAP Environmental Worker Job Training

Dear Kurt,

This letter is to communicate our support of the Alaska Forum Environmental Technician Apprenticeship Program (ETAP) and their proposal for financial assistance from the US Environmental Protection Agency Environmental Workforce Development and Job Training grant.

The only federally recognized accredited Tribal college in Alaska, Ilisagvik College offers two-year Associate Degrees and certificates in vocational, academic and workforce development fields. The faculty and staff at Ilisagvik are dedicated to developing a well-educated and trained workforce that meets the needs of North Slope employers and the state of Alaska. Our programs prepare students to work close to their homes and families while laying a solid foundation to continue their education if that is their choice.

The North Slope of Alaska is home to one of the largest oil and gas developments in the United States and the location of multiple contaminated sites left behind by the military and other development activities. Natural resource development generates a need for environmental assessment, cleanup and management at all stages, this along with increased assessment and cleanup on federal and local lands creates a demand for a highly qualified local workforce.

The Department of Workforce Development (WFD) works directly with North Slope employers to assist them in meeting present and future workforce needs. We are excited about this opportunity to now work with the Alaska Forum ETAP to be able to offer Environmental Worker Job Training (EWJT) to our students. The skills and certifications included in the EWJT course are in high demand from our employer partners and will increase the employability of our graduates.

Ilisagvik College WFD will support the Alaska Forum ETAP Environmental Worker Job Training by facilitating discussions with North Slope employers to provide input into course development; provide industry authorized and other quality instructors for classroom instruction; assist with student selection and screening; provide travel assistance for qualifying students outside of training locations and waive tuition fees for Alaska Natives and North Slope residents attending the training.

We are looking forward to the opportunity to partner with the Alaska Forum ETAP to offer Environmental Worker Job Training through Ilisagvik College.

Regards,

 *Dr. Pearl Brower*, Acting President

Dr. Pearl Brower
President
Ilisagvik College