

**TRANSMITTAL LETTER**

Date: February 23, 2017  
To: Environmental Protection Agency  
Re: FY2017 Environmental Workforce Development & Job Training Grant  
CFDA#-66.815 / RFP#-EPA-OLEM-OBLR-17-01

**A. Applicant ID:**

Santa Fe Community College      DUNS # 1066107930000  
6401 Richards Avenue  
Santa Fe, NM 87508-4887      (505) 428-1000      [www.sfcc.edu](http://www.sfcc.edu)

**B. Responses To 6 Threshold Eligibility Criteria:**

**B.1 Applicant Eligibility:** Santa Fe Community College is a 501(c)3 organization.  
The IRS determination letter is attached.

**B.2 Duplication of Federal Programs:** The proposed project does not duplicate other federally funded environmental job training programs in this area, including the following: Superfund Job Training Initiative; EPA Environmental Justice small grants (CFDA# 66.604); EPA Surveys, Studies, Investigations, Training and Special Purpose Activities related to Environmental Justice (CFDA#66.309); NIEHS-Hazardous Waste Worker Training; DOL Brownfields remediation, renewable energy, HVAC or any other energy-related training or waste water treatment technician operator training.

**B.3 HAZWOPER Training:** The Santa Fe Training Program will incorporate the required 40-hr HAZWOPER Training (OSHA 29 CFR 1910.120).

**B.4 Federal Funds Requested:** \$200,000.

**B.5 Substantial Conformity with Instructions & Format:** This proposal conforms to the proposal submission instructions and format requirements as set forth in Section IV of RFP#-EPA-OLEM-OBLR-17-01.

**B.6 Training Curriculum Chart Indicating Cost of Each Course:** A detailed training curriculum chart with associated costs for each training course and a calculation of the percentage of total grant for each course is included in the proposal narrative and can be seen on pg. 5.

**B.7 Target Area:** The target area is the north central area of New Mexico, including the counties of Mora, Rio Arriba, Santa Fe, and Taos. The area is vast with high mountains and arid plateaus dotted by small "micro" isolated communities of under 5,000 residents.

**B.8 Proposal Submission:** This proposal is being submitted on February 24, 2017 in accordance with the application instructions for RFP EPA-OLEM-OBLR-17-01.

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

**D. Location:**

Counties: Mora, Rio Arriba, Santa Fe, and Taos.

Native American Communities: All 22 federally recognized Native American tribes are to be served: Jicarilla Apache Nation, Mescalero Apache Tribe, Navajo Nation, Ohkay Owingeh, Zuni Tribe and Pueblos of Acoma, Cochiti, Jemez, Isleta, Laguna, Nambe, Picuris, Pojoaque, San Felipe, San Ildefonso, Sandia, Santa Ana, Santa Clara, Santo Domingo, Taos, Tesuque, and Zia.

**E. Contacts:**

Project Director:

Ann Black, Director of Grants and Contract Training.

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Chief Executive:

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**F. Date Submitted:** February 24, 2017 - via [www.grants.gov](http://www.grants.gov).

**G. PROJECT PERIOD:** Three years

**H. Population:** 224,957

**I. Training:**

The type of training include: Solid Waste Management; Emergency Planning, Preparedness and Response; Enhanced Environmental Health and Safety Training.

This Environmental Workforce Job Training Program will be conducted at Santa Fe Community College in Santa Fe, NM, and at Northern New Mexico College in Espanola, NM. Training in Espanola will allow for greater access to training for rural participants in the northern part of the state.

Training at each location will feature a 164 hour, four week training program consisting of three cohorts of 25 participants each, targeting unemployed Veterans, Native Americans, and disconnected youth (not in school or working). Training will be customized for employer needs. Due to the sparse population and the nature of the economic opportunities in northern New Mexico, transferrable skills, certifications and core competencies will be emphasized. Additional trainings will be customized for regional training requirements based on employer feedback. This training strategy will give graduates the greatest potential for gaining employment.

The training will address the training needs of the remediation projects at Los Alamos National Laboratory and at Brownfields sites located near small communities and tribal lands spread across the area.

Respectfully submitted,

A handwritten signature in black ink, reading "Randy W. Grissom". The signature is fluid and cursive, with a long horizontal flourish extending to the right.

Mr. Randy W. Grissom, President  
Santa Fe Community College

## PROPOSAL NARRATIVE

Santa Fe Community College (SFCC) and its partners propose to recruit, train and place unemployed and under-employed residents from rural communities impacted by contaminated sites, polluting facilities, and idle properties in north central New Mexico into careers in the environment field.

### 1. COMMUNITY NEED

Service Area: The New Mexico communities served by this project include Mora, Rio Arriba, Santa Fe, and Taos counties, as well as the 22 Native American Tribes and Nations that receive environmental technical assistance through the Eight Northern Indian Pueblos Council Office of Environmental Technical Assistance. This area has endured significant economic hardships over the years, and in more recent years, has faced significant environmental degradation due to a high prevalence of brownfields.

The communities served represent a sparsely populated area with small rurally-isolated towns spread across a vast geographic area of almost 12,000 square miles of high mountains and dry arid valleys. Its residents are predominantly Hispanic and Native American, both of whom have endured a long legacy of economic and environmental challenges.

Economic and Environmental Challenges: The economy in the rural areas is centered on farming, ranching, and mining (oil, gas and minerals). Farmers and ranchers are constantly faced with draughts, extreme weather, long distances to markets, price instability, and limited availability of workers, together which constantly threatens bankruptcy. Plummeting oil and gas prices has adversely affected employment across the northern area. Companies have closed mining operations and abandoned environmental cleanup efforts.

The social and economic indicators of the area are grim. Table 1 shows an area characterized also by relatively low median household income, high poverty rates, and high unemployment rates.

<b>Table 1</b> <b>Social and Economic Characteristics</b>						
	Mora County	Rio Arriba County	Santa Fe County	Taos County	State	National
Population	4,660	40,246	147,108	32,943	2,080,085	314,107,084 <sup>1</sup>
Unemployment	8.9%	7.4%	5.7%	7.6%	6.9%	5.0% <sup>2</sup>
Poverty Rate	23.4%	23.7%	15.6%	24.2%	20.4%	15.6 % <sup>3</sup>
Percent Minority	82.5%	86.8%	65.8%	63.4%	60.4%	37.2% <sup>1</sup>
Median Hshld Income	\$15,591	\$36,098	\$53,315	\$35,582	\$44,963	\$53,482 <sup>1</sup>
Foreign language spoken at home/ linguistic isolation:	65.4%	61.3%	34.9%	42.4%	36.2%	21.0%
Notes: 1) Data from the 2014 American Community Survey data profile available at <a href="http://factfinder.census.gov">http://factfinder.census.gov</a> . 2) Bureau of Labor Statistics, LAUS, March 2016 available at <a href="http://bls.gov">http://bls.gov</a> .						



The population is “majority minority,” consisting of Hispanics and Native Americans. High School dropout rates hovers around 40%, and the percentage of graduates attending college is low, although rising slowly in recent years. Taken together, these attributes has given rise to high percentages of the population involved in drug (opioids, marijuana and meth) and alcohol abuse. Another consequence of the economic attributes of area residents is that large proportions of the population under age 65 do not have health insurance: Mora County (23%); Rio Arriba County (23%); Santa Fe County (23%); and Taos County (25%).

To compound the problem, the area’s natural environment is under siege from years of environmental mismanagement and neglect. Farmers and ranchers have polluted rivers and groundwater with nitrates, pesticides, and poor land management leading to soil erosion. Mining operations (once a major presence in the area) have been closed down or vastly reduced, but mine tailings are still leaking heavy metals and toxins into streams that supply downstream residents with drinking water. Years of wastewater treatment practices has compromised lowlands and nearby streams and rivers. Finally, since WWII, the Los Alamos National Laboratory (LANL), placed in an isolated mountain plateau, has dumped hazardous waste materials into canyons on lab property, poured into septic tanks, buried in trenches, shafts and landfills, and left in storage tanks. The hazardous chemicals linked to lab research were found in both soil and groundwater around the lab’s 37 square mile area, including explosives, mercury, chromium, lead and polychlorinated biphenyls. These canyons and Arroyos feed directly into the Rio Grande River, which is the source of consumable water for two-thirds of New Mexicans.

These communities are economically disadvantaged, minority “micro” communities that have received assistance for brownfields and Superfund assessment and clean ups from the EPA, NM Environment Department, BIA and other agencies. The area has a disproportionate number of such sites, which are conservatively estimated in Table 2 below.

<b>Table 2</b>						
<b>Brownfields and Superfund Sites by County and Native American Lands</b>						
<b>Type</b>	<b>Mora</b>	<b>Rio Arriba</b>	<b>Santa Fe</b>	<b>Taos</b>	<b>Los Alamos</b>	<b>Pueblos/ Reservations</b>
Brownfield	0	5	10	4	Multiple	3
Superfund	0	8	3	2		2

Many brownfield sites are known by locals but not listed by Federal or state agencies. Brownfields and Superfund sites are spread across the service area and disproportionately affect the low-income, minority residents of the surrounding community. For instance, in Española, the Hunter Arts & Agriculture Center area has a poverty rate of 52.1% and an unemployment rate of 21.6% within a one mile radius of the site. In Taos, the Renya Store area has a poverty rate of 39.9% and an unemployment rate of 12.29% within a one mile radius. In Santa Fe, the former industrial facility area has a poverty rate of 37.1% and an unemployment rate of 11.44%. This pattern of low social-economic status and the presence of brownfields in the community are seen across the service area. The cleanup and rehabilitation of these contaminated sites will require a workforce with environmental cleanup skills offered through this program.

**Target Population:** SFCC seeks to target unemployed and underemployed low-income rural Native Americans, Veterans, and disconnected youth (not in school or working). The College already trains and certifies employed Native Americans in HAZWOPER and most solid waste treatment operator training through the Eight Northern Indian Pueblos Council Office of Environmental Technical Assistance. Training Native Americans to perform cleanup work on their tribal lands is a key environmental justice issues for the EWDJT program.

More than 17% of all youth are considered disconnected (young people aged 18 to 24 who are neither working nor in school). In northern New Mexico, tribal areas experience a much higher percentage. For instance, Nambe Pueblo, located 10 miles out of Santa Fe, 60% of its youth are disconnected (Talkpoverty/.org, 2014). Most disconnected youth come from low-income, minority families and this program seeks to break the cycle of poverty for these trainees.

SFCC also proposes to recruit Veterans from within the service area. The percentage of Veterans population ranges from 8.5% to 12.3% across the north central region. SFCC realizes that unemployed and underemployed Veterans oftentimes bring valuable training, discipline and life experience, increasing the likelihood of their successful completion and placement. The SFCC Veterans Resource Center works with multiple Veterans organizations. In fact, the College was designated “Best for Vets” in 2015, 2016 and 2017 by Military Times Magazine, featured in a Feb. 6 Air Force Times story, and its Veteran’s Resource Specialist was named Student Veterans of America’s Adviser of the Year.

### **1.A. Labor Market Demand**

Projecting labor market demand has proven most difficult. Job titles vary significantly for positions that require the same qualifications. However, this training program prepares trainees for career positions in environmental health and safety and hazardous waste cleanup in brownfields sites. Graduates earn Certifications in 12 specific areas required for entry or continued employment in their positions. It prepares trainees for positions that span the Waste Management and Remediation, Construction, Mining and Transport and Warehousing industries, and the relative demand for trained workers in these areas are seen in Table 3 below.

<b>Table 3*</b>			
<b>Employment and Job Openings by Industry – North Central NM</b>			
Industry	Employers	Employment	Job Openings
Waste Management and Remediation	11	7,858	61
Construction	364	2,501	138
Mining	17	2,976	45
Transport and Warehousing	43	726	213

NM Department of Workforce Solutions, Labor Analysis Statistics and Economic Research, 2016.

This data is consistent with a recent effort to identify current job openings online, wherein 41 jobs for environmental technicians and 30 jobs for waste treatment technicians were identified in January, 2017 alone. Alarming, employers report that **over half of these jobs are being filled by out-of-state applicants due to the lack of qualified NM applicants.**

Each year, the lead instructor and program manager for this Environmental, Health and Safety Program (EHS) assesses labor market conditions to guide program development efforts. Assessment activities include employer and stakeholder surveys, presentations and visits with the employers, government agencies, businesses, private employment agencies, advisory board members, industry associations, unions, and local Workforce Development Boards. These methods provide information on employment projections, hiring patterns, skills and Certifications needed, curriculum validation, internship development, and job placement. The results indicate a demand for skilled environmental professionals with the Certifications proposed.

The labor demand is being spurred by two recent developments: 1) The Waste Isolation Pilot Plan in NM is being opened again after three years of closure, thus opening up waste cleanup activities that were shut down; and 2) LANL reports it will need to hire 382 science and engineering support and 707 operations support technicians between now and 2020 – positions requiring the Certifications and skill sets of this training.

## **2. TRAINING PROGRAM DESCRIPTION**

A benefit of the ongoing labor market assessment shown above is that the curriculum and overall program reflects the demand for skilled environmental professionals with the Certifications employers are seeking. The curriculum is designed to prepare graduates not only for a specific job, but also to prepare them for an environmental career that spans across industries and occupations that require the Certifications and skills the curriculum offers. The design and structure of the curriculum is based on this reasoning.

Industry associations, employers, and private employment agencies agree that hiring out-of-state applicants is much more expensive than hiring locally. Graduates will experience a competitive edge in their employment search, and employers benefit from qualified applicants within NM who do not need expensive training upon employment. The rural communities benefit from having a more skilled workforce available among their residents, as well as their residents having opportunity and access to well-paying jobs locally.

Ongoing research into job openings and job descriptions shows that employers are willing to hire otherwise qualified applicants, but require new hires to obtain necessary Certificates within six months of employment. Employers and industry representatives say that this is due to the lack of otherwise qualified applicants. Applicants with the required Certifications would clearly have a strategic hiring advantage, due to the high cost of training on the commercial market (up to \$5,000 per Certification).

Sustainable practices incorporated into the SFCC training program include: 1) Training manuals will be reused in each cohort. 2) Students will receive all training information on thumb drives and only work exercises and examinations will be printed, reducing paper usage by two-thirds. 3) Students will be encouraged to carpool and use public transportation for attending training. 4) Many of SFCC's training facilities are rated LEED Platinum (Trades and Advanced Technology Center) or Gold (Higher Education Center) for their energy saving technology. SFCC's solar array produces approximately 43%





**Table 4 - Training Curriculum**

Course Name	Level of Training	Type of Certification	# of Hrs.	Start Date - End Date	# of Times Course Offered	Training Provider	Costs	% of Total Budget
Hazardous Waste Management	Intermediate	Certificate of Completion	8	10/17/17 7/10/18 8/28/18	3	SFCC Janet Kerley	\$6,498.76	3%
Solid Waste Management	Intermediate	Certificate of Completion	8	10/18/17 7/11/18; 8/29/18	3	SFCC Janet Kerley	\$6,498.76	3%
CPR/First Aid	Basic	AHA Certificate of Completion	8	10/19/17; 7/12/18 8/29/18	3	SFCC Samantha Barela	\$3,945.76	2%
OSHA 30 Construction Standards	Intermediate	30 hr OSHA card	30	10/23-25/17 7/15-19/18 9/4-7/18	3	SFCC Janet Kerley	\$17,563.62	9%
HAZWOPER	Intermediate (Level B)	29 CFR 1910.120 General Site Worker	40	10/30-11/3/17 7/23-27/18 9/10-14/18	3	SFCC Janet Kerley	\$29,286.44	15%
Phase 1 and 2 Environmental Assessments	E 1527-13	Certificate of Completion	24	11/6-8/17 7/30-8/1/18 9/17-19/18	3	SFCC Janet Kerley	\$16,006.08	8%
	E 2247-08							
	E 1903-11							
Forklift Operator	Intermediate (Operator Class 4 Forklifts)	Certification of Completion	6	11/69/17 8/2/18 9/20/18	3	SFCC Janet Kerley	\$3,868.02	2%
Environmental Sampling	Introductory soil and water sampling	Certificate of Completion	16	11/9-10/17 8/6-7/18 9/24-5/18	3	SFCC Janet Kerley	\$10,832.72	5%
Confined Space Entry	Entrant, Attendant, Supervisor, Non-entry rescue	Certificate of Completion	8	11/15/17 8/8/2018 9/26/17	3	SFCC Janet Kerley	\$8,523.76	4%
Mold Remediation	Awareness Introduction	Certificate of Completion	4	11/16/18; 8/9/18 9/27/18	3	SFCC Janet Kerley	\$2,751.69	1%
Asbestos Awareness	Awareness	Certificate of Completion	4	11/16/18; 8/9/18 9/27/18	3	SFCC Janet Kerley	\$3,126.69	2%
DOT Hazmat	General Awareness	Certificate of Completion	8	11/20/17; 8/13/18 10/1/18	3	SFCC Janet Kerley	\$6,498.76	3%
<b>Total</b>			<b>164</b>				<b>\$115,401.06</b>	<b>58%</b>

## 5. BUDGET

Costs are shown in the Project Tasks table below.

<b>Table 5 - Project Tasks</b>					
<b>Project Funding</b>	<b>Outreach &amp; Recruitment</b>	<b>Instruction/ Training</b>	<b>Program Management</b>	<b>Placement &amp; Tracking</b>	<b>Total</b>
<b>Personnel</b>	\$12,187.50	\$52,110.00	\$24,375.00	\$12,187.50	\$100,860.00
<b>Fringe benefits</b>	\$4,265.63	\$18,238.50	\$8,531.25	\$4,265.62	\$35,301.00
<b>Travel</b>	\$540.00	\$502.56	\$4,350.00		\$5,392.56
<b>Contractual</b>	\$10,500	\$23,400.00			\$33,900.00
<b>Supplies</b>	\$3,396.44	\$21,150.00			\$24,546.44
<b>Other</b>					
<b>Total EPA Funds</b>	<b>\$30,889.57</b>	<b>\$115,401.06</b>	<b>\$37,256.25</b>	<b>\$16,453.12</b>	<b>\$200,000.00</b>

**Outreach and Recruitment:** Program manager Janet Kerley personnel (\$12,187.50) and fringe benefits (\$4,265.63) to perform outreach and recruitment in the first 15 months of the program. This represents approximately 30% of her time. Travel to communities in our service area is calculated at .54 a mile x 1,000 miles. We will place advertising in print, radio and social media, estimated costs are \$10,500. We will also print brochures and flyers to promote the program at a cost of \$3,396.44.

**Instruction/Training:** EWDJT instructor (Janet Kerley and Samantha Barela) costs include preparatory and instructional time: personnel (\$52,110) and fringe benefits (\$18,238.50). Travel for instructors to Northern New Mexico College in Española, NM at .54 a mile x 931 miles. Travel stipend for trainees (allocated under contractual) at an average of \$75 per week of training. OSHA cards at a cost of \$5.00 per trainee. Instructional supplies including books, PPE, thumb drives and classroom consumables: \$21,150.

**Program Management:** Program manager Janet Kerley personnel (\$24,375) and fringe benefits (\$8,531.25) to provide project management. Travel to EWDJT yearly national meetings (airfare \$650, hotel \$350, meals \$200, ground transportation \$250 x 3 meetings).

**Placement and Tracking:** Program manager Janet Kerley personnel (\$12,187.50) and fringe benefits (\$4,265.63) to perform placement and tracking tasks including updating ACRES. SFCC is leveraging much of its partners' resources to address this activity (see section 7).

## 4. PROGRAM STRUCTURE, ANTICIPATED OUTPUTS AND OUTCOMES

### 4.A. Outputs and Outcomes

Outputs and outcomes are shown below:

Table 6 – Outputs and Outcomes			
Overall # or Participants Enrolled in Program	# of Graduates Completing Program	# of Graduates Placed in Environmental Positions	# of Graduates Not Placed But Pursing Further Education
75	69	51	8

**Outputs:** SFCC proposes to conduct three training sessions consisting of 164 hours of instruction resulting in 12 Certifications (see table 4). The College will enroll a total of 75 trainees with the expected goal of 69 trainees graduating, and 51 placed in jobs. The College intends to strengthen existing partnerships with agencies and organizations involved in employment training and placement (Workforce Development Board, SER-Jobs for Progress, One-Stop Centers, Veterans organizations) and in environmental cleanup efforts (local communities, contractors, LANL, environment agencies, Tribes and Pueblos). These partnerships are necessary to provide trainees the support and guidance they need to be successful.

**Outcomes:** The short-term outcome is to recruit, train and place into jobs low-income and unemployed residents (particularly veterans, Native Americans and disconnected youth) from small rural communities into well-paying environmental cleanup jobs. The goal is to develop a qualified local workforce that can clean up local brownfields, thus strengthening their communities and enabling local residents to obtain employment. The longer-term goal is to strengthen small, rural “micro” communities in their efforts to clean up their environment and build their economy. This will require an integrated system of workforce development and training providers in a way that encourages and supports low-income, rural residents in obtaining training and employment.

#### 4.B. Recruitment and Screening

**Outreach** – The EWDJT program will use a variety of media sources to promote the program to our target audiences. This includes social media (Facebook, Twitter, Snapchat, Google Ads), print and radio advertisements and PSAs, and flyers. Most importantly, program partners will promote the opportunity to their clients. Program staff will perform a minimum of five (5) informational sessions at program partners’ locations throughout northern New Mexico as well at SFCC prior to each training session to inform potential trainees about the screening process, rigorous training and employment prospects. The informational sessions were extremely effective in the previous EWDJT program.

**Screening** - SFCC and partners will screen prospective trainees to ensure they graduate from the program and are employable by establishing threshold criteria for acceptance. Prospective trainees will complete a secure, online application and attach a resume. It is important that trainees can fill out an application and have a resume as it is an indicator of their work readiness. Prospective trainees will take the following ACT WorkKeys Career Readiness assessments: Applied Mathematics, Locating Information and Reading for Information. ACT WorkKeys assessments measure “real world” skills that employers say are critical to job success. A required minimum score of three (3) on each of these tests is the “Bronze Level” and demonstrates foundational skills associated with at least 16% of jobs in the ACT JobPro database. Individuals must also have to have a high school diploma or GED. In addition, they

will have to submit to a background check. Serious offenders will not be considered as most New Mexico environmental jobs require a clean criminal record. Individuals who have successfully met the screening criteria will be interviewed to make the final determination if they would be successful in the EWDJT program. The screening criteria will be shared with our partners who will be expected to recommend clients who can meet these qualifications.

**Retention** - SFCC and our partner organizations will provide comprehensive wrap-around services to support trainees. These include assistance with childcare, transportation, housing, counseling, career coaching and life skills. In addition, the EWDJT program will provide transportation assistance to and from training sites for rural participants. These networks of support services will retain trainees and help them prepare for employment.

The **Northern Area Local Workforce Development Board (NALWDB)** and its Workforce Innovation and Opportunity Act (WIOA) service partners, **New Mexico Workforce Solutions and SER Jobs for Progress** have committed to recruit and refer participants to our EWDJT program. These partners will also provide information sessions at their One-Stop Centers in Mora, Rio Arriba, Santa Fe, and Taos counties to advise potential participants about the program, administer ACT WorkKeys assessments, and register participants in the New Mexico Workforce Connection system; New Mexico's official online portal to virtual job and internship matching services, career resources, and labor market information. All of our trainees will be co-enrolled the WIOA workforce system as well as other supportive programs. Please see attached letters of support.

**Eight Northern Pueblo Council Office of Environmental Technical Assistance**, who serves all pueblos and reservations in New Mexico, will perform outreach to their tribal partners, host information sessions and assist with employment placement of Native American trainees. Native Americans are another key target group for the EWDJT as the Indian Pueblos in our area have the highest concentration of Brownfields sites and Native Americans have the highest unemployment rates among all race and ethnicities in New Mexico. More than one out of ten New Mexicans is Native American and our service area includes eight pueblos and the Apache nation. Please see attached letter of support.

Disconnected youth will be recruited through **Santa Fe YouthWorks, Youthbuild** programs (located at both SFCC and YouthWorks), and **SFCC's Adult Education** program that encompasses educational sites across Santa Fe County and disconnected youth. These programs will recruit trainees, hold informational sessions at their sites, and leverage their wrap-around services to retain the trainees. These programs have career coaches that help disconnected youth find jobs or further education and coordinate all their efforts with the WIOA partners. Please see attached letters of support.

#### **4.C. Program Support**

SFCC has a robust network of support and resources to ensure graduates find environmental jobs. The WIOA workforce system gives graduates access to an online portal that has job and internship matching services, resume builder, and job seeking information. They also provide workshops on job searching. YouthWorks, YouthBuild and SFCC Adult Education



Services all have career coaches who will assist with placement their clients who are EWDJT trainees into jobs. The Eight Northern Pueblos Office of Environmental Assistance will assist with placement of Native American graduates at the environmental offices of the 22 Native American Pueblos they serve. Veterans will receive job placement assistance with the New Mexico Department of Workforce Solutions Veterans office and with SFCC's Veterans Resource Center. The SFCC Career Center will provide a weekly job club where graduates learn interviewing skills, social media and resume writing tips. The Center also has a virtual job board that graduates can access. Los Alamos National Lab will provide workshops to explain the intricate application process at the Lab and will share subcontractor job opportunities at the Lab (see attached letter of support). The Association of General Contractors with its 150 member companies will use its network to identify job opportunities for graduates. Finally, Janet Kerley our program manager and instructor has more than 35 years' experience in New Mexico in the environmental and safety field and will use her vast network to help place graduates.

Multiple systems will be used to track graduates. The College has a data sharing agreement with the New Mexico Department of Workforce Solutions who can track graduate placement and provide wage data. SFCC can track placement into further education through the National Student Data Clearing House that tracks placements in any post-secondary institution nationwide. Social media will be used to keep in touch with our graduates. Each trainee will be required to establish a LinkedIn account and connect with Janet Kerley. During our last training session, all trainees' contact information including relatives' contact information was collected as many trainees lived in rural tribal areas without phones or internet access. We sometimes had to call someone's mother or aunt to find out where our graduates were working. We will also work with the career coaches at YouthWorks, SFCC Adult Education and YouthBuild to help identify graduate's placement and wage data.

New Mexico has one of the most generous training incentive programs in the country. The Job Training Incentive Program (JTIP) funds on-the-job training for newly-created jobs in expanding or relocating businesses for up to 6 months, reimbursing 50-75% of employee wages. In addition, companies that utilize the WorkKeys assessment in hiring, or hire trainees who have graduated within the past twelve months from a NM institution of higher education, or who hire Veterans may be eligible for an additional 5% reimbursement. For veterans, the Work Opportunity Tax Credit (WOTC) is a federal tax credit that encourages employers to hire veterans. At least 50% of employers hiring graduates will be eligible for these incentives.

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

Over the past year, several employers and workforce agencies has expressed their desire for the College to sustain this program and continue providing training for careers in environmental cleanup. With this in mind, the program manager will submit this program to the SFCC curriculum committee with a proposal to make it a credit-bearing Certificate program. This would then qualify the program for state reimbursement based on the number of credits generated. As a credit-bearing program, students in the program would qualify for Pell grants and other forms of financial aid. Finally, the continued involvement of the Advisory Council members would leverage the resources that they bring to the program.

## **5. PROGRAMMATIC CAPABILITY**

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

As a comprehensive community college, SFCC has an efficient and effective system for managing and administering this grant/agreement, as evidenced by its management of over 100 externally-funded grants and training contracts each year with no adverse findings or problems. It has permanent professional staff assigned to recruitment, advising, enrollment, academic support, job placement, procurement, hiring, accounting, institutional research, personnel, and facilities management for all programs, regardless of funding source. More specifically, the college employs three full-time grant accountants, as well as assigned staff responsible for procurement, RFP processes, and hiring. The Institutional Research office schedules and conducts all reports needed for project tracking, student progression, outcome and output measures, all in support of meeting report requirements, and for project monitoring and review.

The College has assigned Janet Kerley, CHMM, as the project director. Ms. Kerley is the program manager and Principal Course Instructor for the Environmental, Health, and Safety program. Spanning a 35 year career, Ms. Kerley maintains eight environmental Certifications and has technical expertise in training programs for highly hazardous processes, hazardous materials management, lead regulatory requirements, construction safety, industrial emergency response, as well as extensive industrial project experience as a consultant in private business. Since 2009, Ms. Kerley has developed the College's EHS program. She recruits students, develops courses and curriculum, maintains strong relationships (and partnerships) with private employers, federal and state agencies, and industry associations.

In support of the project, the College has assigned Ms. Ann Black as the project administrator. Ms. Black has 18 years of experience in grant management, contract training and workforce development. She will monitor project activities, assist in partnership development, and ensure all reporting requirements are met in a timely manner.

### **5.B. Organizational Expertise**

SFCC has a long history of providing career training and developing a local workforce. There are over 100 career training programs, each overseen by a program advisory board made up of employers, industry associations, labor organizations, and government agencies. Practically all programs have over 90% placement rates of its graduates into employment or further education. Additionally, the College provides customized training in response to requests from businesses, government agencies, industry associations and non-profit organizations through its Contract Training and Continuation Education Center. For example, SFCC is home to the New Mexico Energy Smart Academy, a US Department of Energy (DOE) recognized regional weatherization training center, and has trained hundreds of workers.

The College's efforts at developing the local workforce are strengthened by a formal Agreement with SER-Jobs for Progress (SER) which operates the One-Stop Career Centers under contract with the Northern Area Local Workforce Development Board (NALWDB). Its multiple sites and professional staff already work with over 500 un/underemployed job seekers per week, representing a large pool of potential participants and a strong resource for job placement.

More specific to this proposal, SFCC has significant environmental training experience. It conducted three EWJT trainings in recent years. It employs three OSHA Outreach trainers and provides **OSHA 10, 30 and HAZWOPER** 40 hour classes on a regular basis. The college is also an EPA-authorized **Lead RRP** Certification training provider delivering training statewide. It has provided Radon Awareness training to more than 1,500 individuals. Additionally, SFCC implemented a \$2.4 million grant from the U.S. Department of Labor for green jobs preparation, including environmental health and safety training. More than 400 participants have successfully completed this training.

### **5.C. Audit Findings**

SFCC has experienced clean audit reports with no adverse findings for the past five years. The College manages over 100 grants and contracts each year, and it has well-established organizational structures and procedures for fiscal controls, programmatic monitoring and for implementing projects within applicable funder rules and regulations. It has not experienced any problems or adverse findings with its funded projects.

### **5.D Past Performance and Accomplishments**

**5.d.1** SFCC has a successfully completed a previous EWDJT grant, as shown below.

<b>Table 7 - EPA Program Accomplishment Data</b>							
Grant #	Project Period	Funds Expended	Performance Goals				
			Participants Trained	Participants Placed	% Placed F.T.	Acres Updated?	Credentials Earned
JT-00F47101-0	2011-14	\$300,000	78 (127%)	56	(93%)	Yes	76 (127%)

Its performance goals exceeded planned targets in the number of participants trained (127% of goal), number earning credentials (127% of goal), and the number placed in employment (93% of goal). The project was implemented and funds expended in a timely manner, quarterly reports submitted on time, and regulatory requirements met. The project was highlighted by EPA as a “Best Practice” in its publication *Transforming Lives and Advancing Environmental Opportunity*.

## **6. COMMUNITY AND EMPLOYER PARTNERSHIPS**

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

The SFCC EHS program maintains a significant level of contact with numerous entities involved with remediation and environmental projects. These include a network of almost 50 small business contractors and government agencies that do most of the hiring of environmental technicians. Additionally, the program sponsors meetings, provides presentations to citizen groups/professional associations, and provides contract training to clients. Commitments have been made by a number of entities: Tribal agencies (2) government agencies (2), associations (6), and employers (11), and NAWDB and its One-Stop operators.

Representative collaborations are shown below.

SFCC hosted the How to Use Brownfields Funding for Community Revitalization Workshop in August, 2016 sponsored by EPA Region VI, the NM Environment Department and Kansas State University Technical Assistance to Brownfields Program. Over 75 attendees from across the state learned about successful Brownfields projects in New Mexico and how to access state and federal resources for local projects. Attendees regularly contact us for information on contractors, available training, qualified applicants, networking, and regulatory information.

Presentations to communities on requested topics. In September, 2014, a presentation was made to approximately 50 citizens in Silver City, NM on the hazards of lead and asbestos associated with a small Brownfields project in their community

Presentations to professional associations on regulatory updates and training requirements: Northern New Mexico Human Resources Society (next presentation March 14, 2017), American Society of Safety Engineers (next presentation on April 14, 2017), New Mexico Hazardous Materials Management Society, Roadrunner Chapter (distribute information through their website), NM Air and Waste Management Association (luncheon presentations and distribute information through their website), NM Association of General Contractors (training announcements and luncheon presentations), and Facility Manager Association of New Mexico. Participation in these associations provides connections to most of the employers and decision makers in New Mexico with environmental, health and safety training and employee needs.

The program provides training classes to employers throughout New Mexico. Its regular clients include: Las Cruces Waste Water Department, NM Army National Guard, Eight Northern Indian Pueblos, Association of General Contractors, NM Abandoned Mine Land Program, and NM General Services Department. Their input provides continuous feedback and improvement in the quality and applicability of knowledge, skills and abilities included in our training.

The participation of the program in community projects and professional associations benefits graduates in three ways: 1) the curriculum aligns with employer needs; 2) Students receive certifications employers need; and 3) Students access job openings through the programs network of collaborative partners.

Commitments have been made by a number of entities: tribal agencies (2), government agencies (2), associations (6), and employers (11).

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

SFCC has held multiple meeting with our workforce and community partners as demonstrated in the table below to discuss how SFCC can leverage and integrate recruitment, training, wrap-around services and job placement for EWDJT trainees. Both Youthbuild programs at SFCC and Youthworks as well as SFCC Adult Education provide GED preparation. The Youthbuild programs provide personal protective equipment for disconnected youth, a weekly living allowance and coordinates with other agencies to provide housing and substance abuse counseling. The Adult Education program is closely align with the WIOA state and local plan and provides financial, career coaching and academic advising.



<b>Table 8 - Community Partners</b>		
Organization	Meeting Dates	Letters of Commitment
Eight Northern Indian Pueblo Council (OETA)	2/7/2017	X
NM Department of Workforce Solutions	2/16/2016	X
Northern New Mexico College (NNMC)	6/1/2017	X
Northern Area Local Workforce Board (NALWB)	4/11/2016	X
SER Jobs for Progress	1/25/2017	X
SFCC (Adult Ed, Youthbuild, Veterans Resource Center, Career Services)	1/25/2017, 2/16/2017	X
Youthworks (including Youthbuild)	2/1/2017	X

All of our trainees will be co-enrolled the WIOA workforce system and will have access to the full array of their career and supportive services. SFCC career services will provide weekly job club meetings, assistance with resume and application development and a virtual job board. The SFCC Veterans Resource Center will assist Veterans with job searching as well the New Mexico Workforce Solutions Veterans coordinator. The Youthbuild and Adult Education programs all have career coaches to work one-on-one with disconnected youth. The Eight Northern Pueblo Council Office of Environmental Technical Assistance will perform outreach to their tribal environmental offices, host information sessions and assist with employment placement of Native American trainees.

### **6.C. Employer Involvement**

As discussed in Section 6.A., the program manager has extensive contact with employers and employer associations in the central and northern New Mexico. Representatives from the Los Alamos National Labs (LANL) and northern New Mexico college presidents, including SFCC and Northern New Mexico College met with U.S. Sen. Martin Heinrich, D-N.M. on June 1, 2016, to discuss how its educational institutions can prepare students for careers at the lab. LANL estimates 2,425 job vacancies will arise between now and 2020, due to the baby boomer generation reaching retirement age. LANL will be hiring new hazardous waste technicians as the Waste Isolation Pilot Plant (WIPP) is now accepting LANL's radioactive waste three years after it was closed due to an accident.

The table below summarizes contact with specific employers over the past six months.

<b>Table 9 – Employer Involvement</b>						
Employer	Involvement	Curriculum	Placement	Recruitment	Wrap-Around Services	Training
LANL	6/1/16	X	X		X	
Eight Northern Pueblos Council	2/7/17 meeting, and previous.	X	X	X		
Sundance Consulting			X			
Association of General Contractors	Presentations at meetings made and feedback provided. Representing contracting employers.			X		
American Society of Safety Engineers	Presentation at meetings made and feedback provided - 4/13/17. Members			X		X

**Table 9 – Employer Involvement**

Employer	Involvement	Curriculum	Placement	Recruitment	Wrap-Around Services	Training
	surveyed - 2/16.					
Air and Waste Management Association	Presentation 5/3/16. Upcoming Brownfields Conference meeting. Program info distributed to 65 members.		x			x
NM Society of Hazardous Material Managers	Program information distributed to 120 members - 1/17/17. Attending Remediation Workshop on 2/23/17.		x			x
Laguna Pueblo	Negotiate training for Laguna members 2/16/17.		x	x		x
Zuni Pueblo	Training for Zuni members 2/14.		x	x	x	x
Northern NM Human Resources Society	Presentation at meeting and feedback provided - 3/14 (discussing since 2/16).		x			
Bixby Electric	Information sharing - 2/13/17.		x			
Aerotek	Information sharing – 1/17.		x			
Roofcare	Information sharing – 1-17.		x			
Envirotech	Numerous environmental remediation/demo projects.		x			
Southwest Hazard Control	Information sharing – 1-17.		x			
Rinchem	Information sharing -11/16.		x			
Intera	Information sharing – 8/16.					
Animas Env Services	Information sharing - 9/16.		x			
InfraSur	Information sharing – 9/16.		x			
Albuquerque Public Schools	Information sharing - 2/14/17. `		x	x		x
Coordinated Visions	Information sharing – 1/17	x				x

New Mexico is a small business state. Over 99% of the businesses have less than 100 employees and over 60% of the businesses have less than ten employees. Small businesses do not hire large crews of employees: they hire one or two people who must multitask and have cross functional duties. This requires selecting job training applicants that have a wide range of skills and abilities not just specific to EHS knowledge. The program provides many of the regulatory required training and certifications most of these small businesses need in employees.

The program manager asks all employers ‘What are the most important characteristics/skills you need in an employee?’ They all respond: Send me people who can show up every day and do an entire day’s work. Completion of the rigorous training program presented selects potential employees who demonstrate: an ability to complete training, mastery of job skills, can show up consistently every day, and complete an entire day’s work shift.

## 7. LEVERAGING

SFCC has strong partners to provide wrap-around services to recruit trainees, support participants during training, to help them find employment and to support them to retain

employment. The organizations listed below are working and serving, on a daily basis, with veterans, Native Americans and disconnected youth, and are in the preeminent position to perform outreach and recruitment activities. All of THE trainees will be low-income and unemployed in dire need of supportive services over the four-week training period. The workforce partners have the resources available to assist with costs such as childcare, transportation and housing. SFCC and Northern NM College will provide instructional space at no cost (our non-profit classroom rental rate is \$560/day). SFCC also has equipment from the last EWDJT program like level B suits and respirators that will be utilized for this project.

All partners listed below will be actively involved in graduate placement and tracking. Some of these activities include LANL workshops on how to apply for a job at LANL, resume writing workshops and sharing open positions with graduates. The Eight Northern Indian Pueblo Council and the NM Department of Workforce Solutions will assist in awarding on-the-job training funds for graduates who are employed by qualifying employers. The Office of Environmental Technical Assistance will connect Native American graduates to job openings at the 22 New Mexico pueblos' environmental departments.

<b>Table 10 – Leverage and Amounts</b>						
<b>Organization</b>	<b>Status of Funds</b>	<b>Outreach/ Recruitment</b>	<b>Instruction &amp; Training</b>	<b>Program Mngmnt</b>	<b>Placement and Tracking</b>	<b>Total</b>
Eight Northern Indian Pueblo Council (OETA)	Confirmed				\$1,000	<b>\$1,500</b>
Los Alamos Nat'l Lab	Confirmed				\$1,500	<b>\$1,500</b>
NM Department of Workforce Solutions	Confirmed				\$76,500	<b>\$76,500</b>
NNMC	Confirmed		\$10,800			<b>\$10,800</b>
Northern Area Local Workforce Board	Confirmed	\$1,500			\$25,000	<b>\$26,500</b>
SER Jobs for Progress	Confirmed	\$15,000			\$25,000	<b>\$40,000</b>
SFCC	Confirmed	\$23,036	\$53,820	\$15,071	\$18,786	<b>\$110,712</b>
YouthWorks	Confirmed	\$7,500			\$11,250	<b>\$18,750</b>
<b>Total</b>		<b>\$47,536</b>	<b>\$64,620</b>	<b>\$15,071</b>	<b>\$159,036</b>	<b>\$286,262</b>

SFCC, the fiscal agent, is waiving its in-direct of rate of 45.8% and will also provide program management, office space and clerical support to the project. No direct costs for computers, telecom, internet and other program related management costs will be charged. SFCC's marketing office will provide graphic design services to market the program, assist with outreach media placement and website development. The grants accounting office will oversee the fiscal aspect of the project and will submit monthly expenditure reports to the program manager and draw down funds from the EPA.

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

DEPARTMENT OF THE TREASURY

Date: SEP 27 2007

SANTA FE COMMUNITY COLLEGE  
6401 S RICHARDS AVENUE  
SANTA FE, NM 87508-4887

Employer Identification Number:  
85-0311615  
DLN:  
507010088  
Contact Person:  
MARK BRECKNER ID# 95217  
Contact Telephone Number:  
(877) 829-5500  
Accounting Period Ending:  
June 30  
Public Charity Status:  
170(b)(1)(A)(ii)  
Form 990 Required:  
No  
Effective Date of Exemption:  
April 11, 1983  
Contribution Deductibility:  
Yes  
Addendum Applies:  
No

Dear Applicant:

We are pleased to inform you that upon review of your application for tax exempt status we have determined that you are exempt from Federal income tax under section 501(c)(3) of the Internal Revenue Code. Contributions to you are deductible under section 170 of the Code. You are also qualified to receive tax deductible bequests, devises, transfers or gifts under section 2055, 2106 or 2522 of the Code. Because this letter could help resolve any questions regarding your exempt status, you should keep it in your permanent records.

Organizations exempt under section 501(c)(3) of the Code are further classified as either public charities or private foundations. We determined that you are a public charity under the Code section(s) listed in the heading of this letter.

Please see enclosed Publication 4221-PC, Compliance Guide for 501(c)(3) Public Charities, for some helpful information about your responsibilities as an exempt organization.

Revenue Procedure 75-50, published in Cumulative Bulletin 1975-2 on page 578, sets forth guidelines and record keeping requirements for determining whether private schools have racially nondiscriminatory policies as to students. You must comply with this revenue procedure to maintain your tax-exempt status.

If you distribute funds to other organizations, your records must show whether they are exempt under section 501(c)(3). In cases where the recipient organization is not exempt under section 501(c)(3), you must have evidence the funds will be used for section 501(c)(3) purposes.

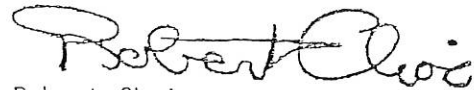
Letter 947 (DO/CG)



SANTA FE COMMUNITY COLLEGE

If you distribute funds to individuals, you should keep case histories showing the recipient's name and address; the purpose of the award; the manner of selection; and the relationship of the recipient to any of your officers, directors, trustees, members, or major contributors.

Sincerely,



Robert Choi  
Director, Exempt Organizations  
Rulings and Agreements

Enclosures: Publication 4221-PC

## SFCC EWDJT Milestones Schedule

[illegible]

## Other Factors Checklist

Name of Applicant:

**Santa Fe Community College**

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** Recent (2008 or later) significant economic disruption (unrelated to a natural disaster or manufacturing/auto plant closure/power plant closure) has occurred within the community, resulting in a significant percentage loss of community jobs and tax base.
- 1) The downturn in oil and gas prices has resulted in the suspension of production, loss of jobs and loss of local, county and state revenue.
- 2) The closure of the Waste Isolation Pilot Plant (due to a hazardous leak) in 2014 suspended all hazardous waste shipments from Los Alamos National Lab and from cleanup and removal of hazardous waste materials from brownfields and superfund sites.

- 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.

See pg 1 of narrative, and additional information below.

---

- ☐ Fair distribution of funds between new applicants and previous job training grant recipients; (“New” applicants are also defined as organizations that received EPA brownfields job training grant funding in 2008 or prior to 2008) 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?
- 

- ☐ 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 needs of communities adversely affected by natural disasters (2012 or later).
- 

- ☐ Whether the applicant is a recipient or a core partner of a HUD/DOT/EPA Partnership for Sustainable Communities (PSC) grant and the proposed target area includes the same area served through the PSC funding. Examples of PSC grant or technical

assistance include a HUD Regional Planning or Challenge grant, DOT Transportation Investment Generating Economic Recovery (TIGER), or EPA Smart Growth Implementation or Building Blocks Assistance, etc.

---

- ☐ Whether the applicant is one of the 24 recipients, or a core partner/implementation strategy party, of a “manufacturing community” designation provided by the Economic Development Administration (EDA) under the Investing in Manufacturing Communities Partnership (IMCP). A core partner/implementation strategy party is a local partner organization/jurisdiction that will carry out the proposed strategy, as demonstrated in letters of commitment or memoranda of understanding which documents their contributions, roles, and responsibilities to the partnership. EDA may provide EPA a list of the core partners/implementation strategy parties for each of the 24 “manufacturing community” designees, which EPA would use to verify this factor. Applicants must clearly demonstrate there is a nexus between their IMCP designation and the proposed training activities.
- 

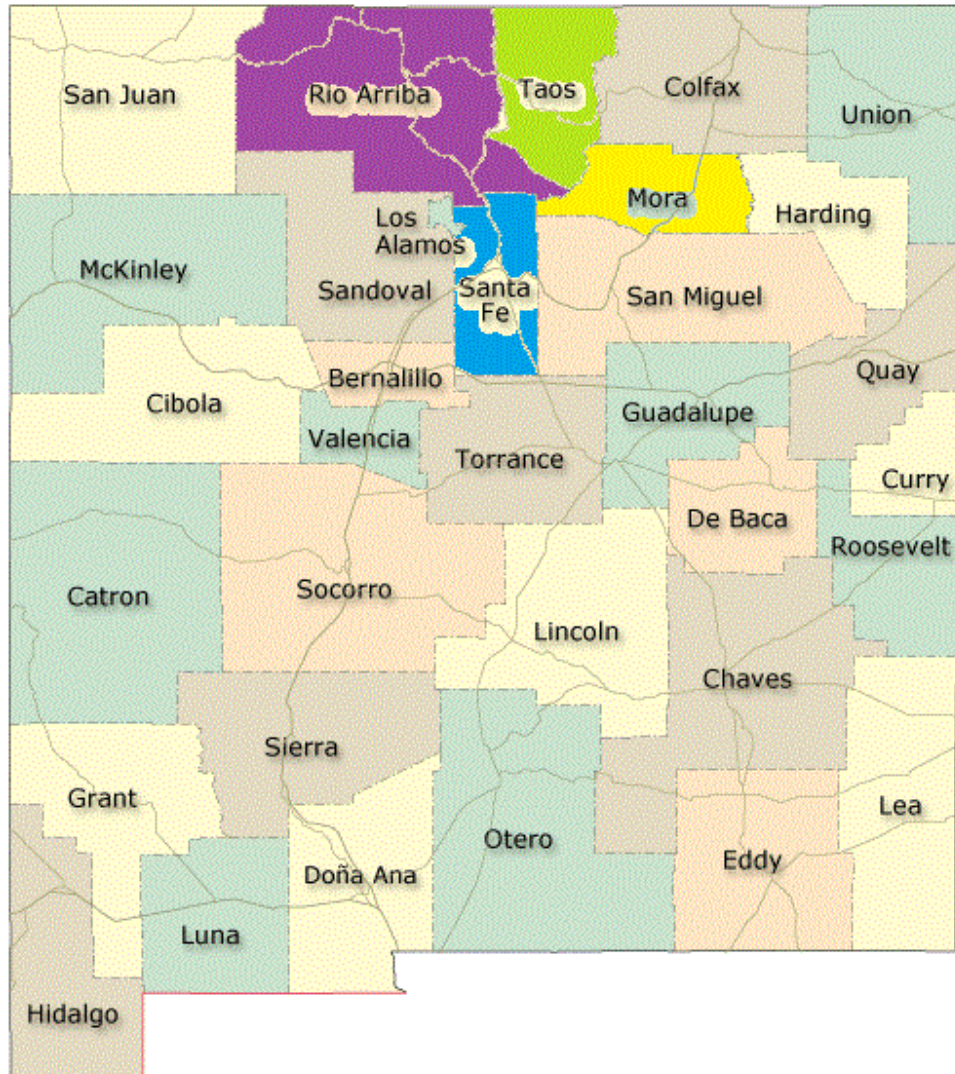
- X** Proposals that seek to serve veterans.  
See page three, wherein recruitment, training and placement of Veterans is proposed.

Additional Information on Urban and Non-Urban Areas: The total population of the service area is 224,957 residents. Sixty-four percent of the population lives in Santa Fe (population 144,170); another 5% live in Espanola (population 10,224). The next largest community is the Town of Taos (population 5,715). The remaining population is spread across a vast geographic area and lives in small “micro” communities. This is illustrated in the population densities shown below:

County	Population Density Per Square Mile
Mora County	3 people per square mile
Rio Arriba County	7 people per square mile
Santa Fe County	1,666 people per square mile
Taos County	14 people per square mile

## Attachment Map

### SFCC EWDJT Service Locations





Board of Governors

Honorable James R. Mountain  
Pueblo de San Ildefonso  
Chairman

Honorable Phillip A. Perez  
Pueblo of Nambe

Honorable J. Michael Chavarria  
Pueblo of Santa Clara

Honorable Ruben A. Romero  
Taos Pueblo



Gil Vigil  
Executive Director

Board of Governors

Honorable Craig Quanchello  
Pueblo of Picuris  
Vice-Chairman

Honorable Joseph M. Talachy  
Pueblo of Pojoaque

Honorable Mark Mitchell  
Pueblo of Tesuque

Honorable Peter Garcia, Jr.  
Ohkay Owingeh

February 22, 2017

Randy Grissom, President  
Santa Fe Community College  
6401 Richards Ave.  
Santa Fe, NM 87508

Dear Mr. Grissom,

On behalf of the Eight Northern Indian Pueblos Council, Inc. (ENIPC), Office of Environmental Technical Assistance (OETA), we would like to wholeheartedly support your Environmental Protection Agency (EPA) proposal for the FY 17 Environmental Workforce Development and Job Training Grant.

The OETA, funded by programs provided through EPA Region 6 (EPA), and housed within the Environment Department of ENIPC, is designed to assist the 22 Pueblos and Tribes in New Mexico and Texas with technical support, infrastructure development and training services relating to environmental protection and environmental health.

OETA has been an integral partner with Santa Fe Community College (SFCC) their past EPA Workforce Development and Job Training project. We believe that SFCC is uniquely positioned to continue to provide workforce programs that will directly benefit Native Americans in our area with well-trained and certified workers in environmental cleanup.

OETA commits to continue to provide technical assistance in environmental curriculum design, outreach to recruit Native American participants and to assist with job placement of graduates within tribal environmental offices and clean-up projects.

OETA is confident these environmental and certification programs conducted by SFCC will have a dramatic impact on the Native American population being served, vital to the workforce in this area.

Sincerely,

Boyd Nystedt, Director  
ENIPC-OETA

P.O. BOX 969, 327 EAGLE DRIVE, SAN JUAN PUEBLO, NEW MEXICO 87566 – (505) 747.1593 Fax: (505) 747.1599

*"Promote, facilitate and improve programs to meet the unique needs of Pueblo people....."*



February 20, 2017

Randy Grissom  
President  
6401 Richards Ave.  
Santa Fe, NM 87508

**5 Bisbee Court, Suite 104**  
**Santa Fe, NM 87508**  
**505.986.0363**  
[jeff@nalwdb.org](mailto:jeff@nalwdb.org)

*The Workforce Innovation  
and Opportunity Act (WIOA)  
is an "equal opportunity"  
program.*

**Floyd Archuleta**  
*Board Chair*

**Sandy Sandoval**  
*Board Chair-Elect*

**Jeff Barela**  
*Executive Director*

Serving Northern  
New Mexico Counties

*Cibola  
Colfax  
Los Alamos  
McKinley  
Mora  
San Juan  
Rio Arriba  
San Miguel  
Santa Fe  
Taos*

Dear Mr. Grissom,

On behalf of the Northern Area Local Workforce Development Board (NALWDB), we are excited to be a part of the Santa Fe Community College's (SFCC) Environmental Protection Agency (EPA) proposal for the FY 17 Environmental Workforce Development and Job Training Grant (EWDJT).

The Northern Area Local Workforce Development Board (NALWDB) is a nonprofit 501(c)(3) and operates as the local Workforce Innovation and Opportunity Act (WIOA) Administrative Entity in the ten (10) northern New Mexico counties of Cibola, Colfax, Los Alamos, McKinley, Mora, Rio Arriba, San Juan, San Miguel, Santa Fe, and Taos. The Northern Area serves approximately 27.6 percent of New Mexico's total population.

The NALWDB currently partners with SFCC on various job training initiatives including Professional Readiness for Technical Careers (PROTEC). Through PROTEC we are able to leverage our collective resources to provide short term training and job placement. We look forward to replicating our success with the EWDJT program.

The NALWDB commits to leverage its funds to provide outreach, recruitment, qualification, and WorkKeys assessment of EWDJT trainees for training; assistance with training barriers including childcare and transportation; Career pathway counseling, job matching and job placement services; Job retention services for participants and employment tracking and job coaching services; Assist in developing on the job training and internship placements.

The NALWDB is confident that the EWDJT program will have a positive outcome for northern New Mexico residents and is vital to the employer needs in our area.

Sincerely,

A handwritten signature in blue ink, appearing to read "JB", with a stylized flourish at the end.

**JEFF BARELA**  
Executive Director  
cc: File

February 22, 2017

Randy Grissom  
President  
6401 Richards Ave.  
Santa Fe, NM 87508

Dear Mr. Grissom,


It is with great pleasure that I lend my support to the Santa Fe Community College (SFCC), as you seek consideration in your application for the FY17 EPA Environmental Workforce Development and Job Training (EWDJT) grant.

The New Mexico Department of Workforce Solutions (NMDWS) has oversight of Workforce Development programs, for both youth and adult, funded by Wagner-Peyser, Workforce Investment and Opportunities Act (WIOA) and the Jobs for Veterans State Grant (JVSG). We utilize the state's Workforce Connection Operating System (WCOS) that tracks and reports program participation. In addition, the Bureau works in partnership with the Department of Vocational Rehabilitation and the Department of Human Services to serve persons with disabilities.

The Santa Fe Workforce Connection (SFWC) commits to leverage its workforce resources to provide outreach, recruitment, qualification, and WorkKeys assessment of EWDJT trainees for training, and assistance with removal of training barriers. The SFWC will assist with Career pathway counseling, job matching and job placement services, Job retention services for participants, and employment tracking and job coaching services. We will also refer qualified employers to access Job Training Incentive Program (JTIP) and Work Opportunity Tax Credit to place EWDJT graduates into on the job training experiences.

I look forward to our continued partnership and the possibilities of helping northern New Mexicans find jobs in the environmental field. Please call (505) 827-7426 or email [larry.campos@state.nm.us](mailto:larry.campos@state.nm.us), if you need additional information. Please visit our web at: [www.dws@state.nm.us](http://www.dws@state.nm.us).

Sincerely,

  
Larry J. Campos, MSW  
Director



# SER - Jobs for Progress, Inc.

Cultivating America's Greatest Resource: People

February 21, 2017

Mr. Randy Grissom, President  
Santa Fe Community College  
6401 Richards Ave.  
Santa Fe, New Mexico 87508

## Board of Directors

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Senior Vice President  
First National  
Santa Fe

**CARLOS A.  
GONZALES**  
NMEDD Contractor  
Vice Chair

**DOMINGO  
MARTINEZ**  
Retired Santa Fe  
County Assessor  
Secretary/Treasurer

**THERESA ROMERO**  
Trustee, Northern New  
Mexico College

**LEO V. VALDEZ**  
Senior Vice President  
Hutchinson Shockey  
Erley & Co.

**JEFF VARELA**  
Public Employee  
Advocate/Consultant

**ALEX A. MARTINEZ**  
Executive Director/CEO  
SER-Jobs for Progress,  
Inc.

Dear Mr. Grissom,

SER- Jobs For Progress, Inc. (SER), looks forward to supporting Santa Fe Community College's (SFCC) Environmental Protection Agency (EPA) proposal for the FY 17 Environmental Workforce Development and Job Training Grant (EWDJT).

SER is a private, nonprofit corporation providing educational and workforce opportunities in 14 counties of northern and central New Mexico. SER's ultimate goal is to place its program participants into permanent, unsubsidized, and productive employment. We are the WIOA Adult/Dislocated Worker contractor for the Northern Area Local Workforce Development Board and manage America's Job Centers across northern New Mexico. We partner with SFCC on various job training initiatives including Professional Readiness for Technical Careers (PROTEC), SUN PATH, I-BEST and Adult Education. We are excited to build on our successful relationship with SFCC in support of the EWDJT program.

SER commits to leverage resources of the workforce system to assist with outreach, recruitment, eligibility and assessment of EWDJT trainees for training. Once deemed eligible, other assistance may include, support services, career counseling, training and job placement services.

We look forward to being a partner in this program and helping Northern New Mexicans find family sustaining, long-term employment.

Sincerely,

Alex Martinez  
Executive Director





# iYouthWorks!

## Executive Board

February 22, 2017

Laine Renfro  
Board Chair

Randy Grissom  
President  
6401 Richards Ave.  
Santa Fe, NM 87508

Richard Jones  
Treasurer

Sarah Amador-Guzman  
Secretary

Dear Mr. Grissom,

I am writing to give our support for Santa Fe Community College's (SFCC) FY17 EPA Environmental Workforce Development and Job Training (EWDJT) grant application.

## Board of Directors

Melynn Schuyler, M.A., LPC  
Executive Director

Santa Fe iYouthWorks! is a nonprofit, community-based organization that creates opportunities for "disconnected" youth to become engaged and valued members of their communities. Through our programs—counseling, life skills, education, and job training and placement—we inspire "at-risk" youth to realize their full potential.

Annette Anaya

Marlene Anaya

Loretta Fernandez

Rob Lochner

Maggie Lujan

John "OJ" Ojinaga

Francisco Rivera

iYouthWorks! commits to coordinate with SFCC and the EWDJT program to provide outreach, recruitment, qualification of EWDJT trainees for training; comprehensive wrap-around services to address training barriers including homelessness and transportation; Career counseling, job matching and job placement services; Job retention services for participants and Employment tracking and job coaching services.

We look forward to this opportunity to train our disconnected youth and engage them in meaningful work in partnership with SFCC and the EWDJT program.

Sincerely,

Melynn Schuyler  
Executive Director  
iYouthWorks!

iYouthWorks!  
1000 Cordova Place #415  
Santa Fe, NM 87505  
ph: (505) 989-1855  
fax: (505) 424-3509  
info@santafeyouthworks.org  
www.santafeyouthworks.org



***Community Partnerships Office***

P.O. Box 1663, MS A117  
Los Alamos, New Mexico 87545

*Date:* February 21, 2017  
*Symbol:* CPO-17-004

Randy Grissom  
President  
Santa Fe Community College  
6401 Richards Ave.  
Santa Fe, NM 87508

RE: EPA-OLEM-OBLR-17-01

Dear Mr. Grissom,

It is my pleasure to write a letter of support for the Santa Fe Community College's (SFCC) FY17 EPA Environmental Workforce Development and Job Training (EWDJT) Grant application on behalf of the Los Alamos National Laboratory Community Partnerships Office (LANL-CPO). LANL-CPO provides support to communities, Tribes and local governments surrounding the Laboratory in education, economic development, and community services.

LANL is experiencing a greying workforce and expects about 20% of its 8,500 employees to retire in the next few years. LANL-CPO understands the acute need to train unemployed veterans, Native Americans and disconnected youth for careers across the many divisions at the Laboratory. We also understand the need to develop northern New Mexico career opportunities through specific certification training, therefore EWDJT will have important labor force and community implications.

The LANL-CPO commits to partner with SFCC on the EWDJT to review curriculum to ensure training is appropriate for LANL jobs, help participants navigate the Laboratory hiring process, to promote the opportunities available to our graduates, with the hopes that participants secure employment within the Lab and our subcontractors. LANL-CPO is proud of the long history and successful partnerships that we have experienced over the last decade.

LANL-CPO looks forward to participating in this exciting job training project and address the training needs of Northern New Mexico to provide much needed job skills and placement for unemployed New Mexicans.

Sincerely,

Carole G. Rutten  
Deputy Director, Los Alamos National Laboratory  
Community Partnerships Office





February 16, 2017

Randy Grissom  
President  
6401 Richards Ave.  
Santa Fe, NM 87508

Dear Mr. Grissom,

It is my pleasure to write a letter of commitment for the Santa Fe Community College's (SFCC) FY17 EPA Environmental Workforce Development and Job Training (EWDJT) Grant application on behalf of the Association of General Contractors –New Mexico Branch (AGC). AGC is a leader in providing education, advocacy and outreach to contractors throughout New Mexico. With more than 150 member companies representing more than 7000 craft workers, the AGC has an extensive network with which it may assist with job placement of EWDJT graduates, and provide input on training and certification needs. Many of our member companies need employees with multi-disciplinary skills in the EH&S areas including: environmental training; such as solid waste management training, hazardous materials handling, RCRA, Hazwoper, Abatement training.

AGC commits to partner with SFCC on the EWDJT and provide the following services: working with employers to give input on curriculum design, coordination with our WIA partner, New Mexico Workforce Solutions, to provide workplace soft skills training, and finally, placement of graduates in environmental and construction projects. Targeted participants will be unemployed veteran and Native American construction workers who need up-skilling to work with the environmental hazards in this sector.

AGC is looks forward to participate in this exciting job training project and to address the training needs of our members as well as provide much needed job skills and placement for unemployed New Mexicans.

Sincerely,

Michael Rife  
Workforce Development Director, Safety and Health  
Associated General Contractors New Mexico

**Associated General  
Contractors**

New Mexico

1615 University Blvd., NE  
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505•842•1462  
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[www.agc-nm.org](http://www.agc-nm.org)



February 22, 2017

Randy Grissom  
President  
Santa Fe Community College  
6401 Richards Avenue  
Santa Fe, NM 87508

RE: EPA-OLEM-OBLR-17-01

Dear President Grissom,

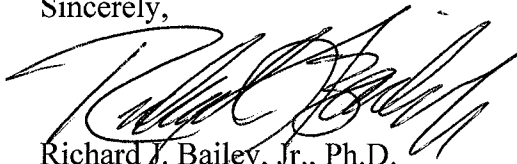
On behalf of the Northern New Mexico College, I am delighted to support Santa Fe Community College's (SFCC) Environmental Protection Agency (EPA) proposal for the FY 17 Environmental Workforce Development and Job Training Grant (EWDJT).

Northern New Mexico College (NNMC) is a minority-serving institution awarding both associates and bachelor's degrees and is recognized nationally for cultural sustainability, quality student learning and developing economically strong communities among diverse populations. NNMC primarily serves rural communities within a 40 mile radius of our main campus in Española, New Mexico, including eight Native American communities, within one of the most underserved regions in the state.

NNMC commits to provide classroom space on our campus at no charge to host a four-week EWDJT program. We will also host an informational session for prospective trainees and promote this training opportunity to our campus and community. We will collaborate with SFCC and its EWDJT Advisory Council to ensure the training meets our communities' needs.

NNMC has a long history of providing a pipeline of qualified workers for Los Alamos National Laboratory and its subcontractors. We welcome the opportunity to further our mission in creating a skilled workforce and improving our local economy.

Sincerely,



Richard J. Bailey, Jr., Ph.D.  
President

# Coordinated Vision LLC

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6609 Esther N.E. Albuquerque,  
New Mexico 87109

February 20, 2017

Randy Grissom  
President  
6401 Richards Ave.  
Santa Fe, NM 87508

RE: EPA-OLEM-OBLR-17-01

Dear Mr. Grissom,

I am pleased to support Santa Fe Community College's (SFCC) Environmental Protection Agency (EPA) proposal for the FY 17 Environmental Workforce Development and Job Training Grant (EWDJT).

Coordinated Visions, LLC is an environmental consulting company located in Albuquerque New Mexico. We were established in 1999 and employ a staff of 13.

Coordinated Visions commits to serving in a limited capacity on the EWDJT Advisory Council, give input on curriculum and employment prospects and to assist with job placement of EWDJT graduates.

I look forward to the opportunity to assist in creating a skilled environmental workforce and improving our local environment.

Regards,

  
Karl D. Giron

CEO  
Coordinated Visions LLC

## **Areas Affected by Project**

The New Mexico communities served by this project include Mora, Rio Arriba, Santa Fe, and Taos counties, as well as the 22 Native American Tribes and Nations that receive environmental technical assistance through the Eight Northern Indian Pueblos Council Office of Environmental Technical Assistance.