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Date: September 22, 2020  
 To: Environmental Protection Agency  
 Re: FY21 Environmental Workforce Development & Job Training Grant (EWDJT)  
 EPA-OLEM-OBLR-20-03/[CFDA 68.815](#)  
 From: Santa Fe Community College  
 6401 Richards Avenue  
 Santa Fe, NM 87508-4887 (505) 428-1000 www.sfcc.edu  
 DUNS # 1066107930000

Dear EWDJT Review Committee:

This is an application from Santa Fe Community College for FY 21 EWDJT funding. Please find the following responses to the threshold eligibility criteria.

**1. Applicant Eligibility**

Santa Fe Community College (SFCC) is a publicly controlled institution of higher education authorized under the New Mexico Community College Act. Please see attached eligibility documentation.

**2. Demonstration that Proposed Project Does Not Duplicate Other Federally Funded Environmental Job Training Programs**

SFCC's proposed target community of Santa Fe and Rio Arriba counties is not a recipient of the following federally-funded environmental or "green job" training programs and 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); DOL Brownfields remediation, renewable energy, HVAC or any other energy-related training or wastewater treatment technician operator training.

SFCC is a contractor to The National Partnership for Environmental Technology Education (PETE) and provides site-specific safety training only to LANL employees (different target audience) under the NIEHS-Nuclear Operator Training Program. This training does not duplicate the EWDJT program as it provides a different type of certification than the EWDJT training and is only for incumbent workers.

**3. Required HAZWOPER Training**

SFCC's EWDJT Program will incorporate the required 40-hr HAZWOPER Training (OSHA 29 CFR 1910.120).

**4. Federal Funds Requested/Funding Amount**

Federal Funds Requested: \$200,000

**5. Substantial Conformity with Instructions and Format Requirements**

This proposal conforms to the proposal submission instructions and format requirements as set forth in Section IV of EPA-OLEM-OBLR-20-03.

**6. Training Curriculum Chart Indicating the 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 on page six.

**7. Plans for Delivering Training**

SFCC's EWDJT project narrative includes two separate plans for delivering training. One plan describes how training will be conducted under COVID-19 restrictions, and the other describes how training will be delivered under normal conditions. These two plans are on pages four and five of the project narrative.

**8. Target Area**

The target area Rio Arriba County, Santa Fe County, and the pueblos served by the Eight Northern Indian Pueblos Council located in northern New Mexico. Small "micro" rural communities of under 5,000 residents dot the target area's more than 7,000 square miles. Situated between Santa Fe and Rio Arriba counties is Los Alamos National Laboratory, the largest employer in the region and the primary employer of EWDJT graduates.

**9. Previous Funding Requirement**

SFCC received EWDJT funding in fall 2017.

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

**Location:** Counties: Rio Arriba, and Santa Fe and the Native American Communities: Pueblos served by the Eight Northern Indian Pueblos Council, which include Ohkay Owingeh, Nambe, Picuris, Pojoaque, San Ildefonso Pueblo, Santa Clara, Taos, and Tesuque pueblos. Training will take place on the Santa Fe Community College Higher Education Campus located on 1950 Siringo Road Santa Fe, New Mexico 87505 and at the Northern New Mexico Campus located on 921 N Paseo De Oate, Española, NM 87532

**Contacts:**

Project Director:

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Chief Executive:

Becky Rowley, Ph.D., President,  
Santa Fe Community College.  
6401 Richards Avenue, Santa Fe, NM 87508.  
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**Date Submitted:** September 22, 2020 - via [www.grants.gov](http://www.grants.gov).

**Project Period:** Three years, estimated dates: July 1, 2021 to June 30, 2024.

**Population:** 189,062

**Training:**

The type of training includes Solid/Hazardous Waste Management and Cleanup, Emergency Response, and Enhanced Environmental Health and Safety Training.

This Environmental Workforce Job Training Program will be conducted in two locations in northern New Mexico: Santa Fe Community College in Santa Fe (Santa Fe County) and Northern New Mexico College in Espanola, NM (Rio Arriba County). Training in these two locations will allow for greater access to rural participants in the northern part of the state.

The Training Program at each location is an intensive five-week session with 172 contact hours. Each training cohort will enroll 23 participants each, targeting unemployed Veterans, Native Americans, dislocated workers 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 training 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 blue ink that reads "Becky Rowley". The signature is written in a cursive, flowing style.

Becky Rowley, Ph.D.  
President,  
Santa Fe Community College

## **PROPOSAL NARRATIVE**

Santa Fe Community College (SFCC) proposes to establish a regional partnership with the environmental industry and community partners in two northern New Mexico counties to recruit, train and place unemployed and under-employed residents into entry-level careers in the environmental field. Jobs will be in northern New Mexico communities impacted by contaminated sites, polluting facilities, and idle properties. This project aligns with the Environmental Protection Agency’s (EPA) 2018-2022 Strategic Plan Goal 1 – A Cleaner, Healthier Environment, Objective 3 – Revitalize Land and Prevent Contamination. The SFCC EWDJT training program focuses on providing job skills and certifications for entry-level workers in Brownfields assessment and cleanup, environmental remediation, solid/hazardous waste management, and enhanced. This project will train at least 69 individuals to provide the local skilled workforce needed on numerous projects in Northern New Mexico.

### **1. COMMUNITY NEED**

#### **1.A. Community Description:**

The New Mexico communities served by this project include Rio Arriba County, Santa Fe County, and the pueblos, which are members of the Eight Northern Indian Pueblos Council (ENIPC). This target area is selected because of the number of environmental cleanup/remediation in or adjacent to the target area and the lack of a skilled, trained environmental workforce living in the target area. This area of New Mexico has endured significant economic hardships over the years and has substantial environmental impacts due to land use practices and past federal facility activities. The communities served represent a sparsely populated area with small, isolated rural towns spread across a geographic area of more than 7,807 square miles. Residents are predominantly Hispanic and Native Americans who face a long legacy of economic and environmental injustices.

Economic and Environmental Challenges: Migration of contamination has impacted Santa Clara, San Ildefonso, Cochiti, Pojoaque, and Jemez Pueblos groundwater sources. For example, from 1956 to 1972, workers at a non-nuclear power plant at LANL periodically flushed hexavalent chromium contaminated water into Sandia Canyon above the San Ildefonso Pueblo. This carcinogenic plume now threatens the Pueblo’s drinking wells. There are 146 active mines/2521 closed claims in Santa Fe County, and 103 active mines/5739 closed claims in Rio Arriba County with tailing leachate impacting local groundwater aquifers. In addition, farming and ranching past practices (use of pesticides and fertilizers) have impacted local streams and arroyos.

Table 1 below identifies the Brownfield and Superfund sites located in the target area. Taos and Los Alamos are included to demonstrate contaminated sites in areas adjacent to the target area. As shown in Table 1, there are 12 Brownfield sites and 32 Superfund sites in the target area. The Los Alamos National Laboratory (LANL) Legacy Waste Cleanup contract awarded to N3B (estimated value \$1.4 billion, renewable up to 10 years) began in 2018 to investigate and clean up over LCL 2,000 contaminated sites. Workers with required environmental training are needed to perform clean up on these sites.

<b>Table 1 – Brownfield, Superfund, and Opportunity Zones</b>					
<b>Type</b>	<b>Rio Arriba</b>	<b>Santa Fe</b>	<b>Taos</b>	<b>Los Alamos</b>	<b>Pueblos</b>
Brownfield	5	4	3	0	3
Superfund	7	17	5	1 (2,000+ sites)	2
Opportunity Zones	2	5	1	0	0

The target area has high unemployment rates, low median household income, and high poverty rates. Rio Arriba County is one of the poorest counties in the state, with almost a third of its population living in poverty even before the pandemic. New Mexico, as a whole, falls at the bottom of many indicators. For instance, New Mexico ranks 50th in the nation in child well-being for the fourth time since 2013 (New Mexico’s 2020 KIDS COUNT profile, NM Voices for Children).

The systemic lack of education funding contributes to poor educational outcomes and poverty. In Rio Arriba and Santa Fe Counties, more than 27% of its high school students do not graduate, and a significant percentage of youth between the ages of 16 to 19 are neither in school nor working. These outcomes are even higher for people of color. In Rio Arriba County, only 8.6% of Native Americans and 15.1% of Hispanics have a bachelor’s degree or higher. As a result, the state’s largest employer, Los Alamos National Laboratory (LANL) hires almost a third its

10,000 plus workforce from outside of New Mexico even though LANL is only 15 miles from Española, Rio Arriba County’s largest community.

Unemployment rates are over 13% in Santa Fe and Rio Arriba counties due to the COVID-19 pandemic. Thousands of individuals in the tourism, hospitality, and gaming sector are unemployed due to the quarantine and travel restrictions. Additional jobs were recently lost with the plummeting oil and gas prices associated with the pandemic’s low demand for gas. Loss of state revenues from oil production, gross receipt taxes, and worker earnings have created state and municipal budget deficits, and mass government layoffs are expected. However, waste management services are essential businesses, and job losses are minimal so far.

<b>Table 2 Economic Indicators</b>				
	<b>Rio Arriba County</b>	<b>Santa Fe County</b>	<b>State</b>	<b>National</b>
Population <sup>i</sup>	39,006	150,056	2,095,428	327,167,4341
Unemployment <sup>i</sup>	13.1%	13.5%	13.3%	10.2%
Poverty Rate <sup>i</sup>	22%	13.5%	18.2%	10.5 %
Percent Minority <sup>i</sup>	87.2%	60.1%	73.2%	39.9%
Median Household Income <sup>i</sup>	\$33,422	\$56,262	\$48,059	\$60,293

<sup>i</sup>US Census Bureau <sup>ii</sup>New Mexico DWS July 2020

**Target Population:** SFCC seeks to target unemployed and underemployed low-income individuals, dislocated workers, rural Native Americans, Veterans, and disconnected youth in the target area (Santa Fe, Rio Arriba Counties, and surrounding Pueblos).

*Dislocated Workers:* This project seeks to recruit individuals displaced by the pandemic. The New Mexico Department of Workforce Solutions (NMDWS), the Northern Area Workforce Development Board (NALWB), and its One-Stop operator, HELP NM, will assist in identifying and recruiting dislocated workers.

*Disconnected Youth:* More than 7% of youth in Santa Fe County and 19% of youth in Rio Arriba County are disconnected youth (people 16 to 19 not in school or working). Native American populations have a much higher percentage of disconnected youth. Nambe Pueblo, located 10 miles north of Santa Fe, identifies 60% of its youth as unemployed (Talkpoverty.org, 2017). Most disconnected youth come from low-income minority families. YouthBuild graduates from Santa Fe YouthWorks and HELP NM programs (see Letter of Commitment) and other participants from Title I Workforce Innovation and Opportunity Act (WIOA) youth programs will be referred to SFCC’s EWDJT program.

*Native Americans:* The Pueblos of Northern New Mexico have a high percentage of unemployment exacerbated by the pandemic loss of tourism and gaming jobs in the region. SFCC currently provides EHS training to employed Native Americans from most of the pueblos training through the Eight Northern Indian Pueblos Council Office of Environmental Technical Assistance (ENIPC). Past graduates of SFCC EWDJT training currently work at pueblos in Northern New Mexico (See ENIPC Letter of Commitment) and locate interested participants.

*Veterans:* The Military Times recently identified SFCC as the one of the “Best for Vets” career and technical Colleges. The Veteran’s Resource Center will encourage Veterans to apply through the NMDWS Veterans Services and include them in all outreach. Veterans with security clearances and other military job skills are well qualified for employment at the Department of Energy (DOE) cleanup jobs.

Many of the target populations identified in this project are not currently interested in apprentices or academic programs because off the 18 to 36-month time commitment. They want skills and to get jobs to support their families. Feedback from people who attended past SFCC Information Sessions were interested because it is designed to be an intensive, short term training that provides many certifications qualifying them for decent-paying jobs with environmental/architect/construction companies. SFCC intends to hold in-person information sessions when the Governor allows public gatherings. In the meantime, information about the potential job training program is announced and discussed on the SFCC Public Radio (101.1 FM) show *Living on the Edge*.

### **1.B. Labor Market Demand**

Four sources of information are used for assessing the local labor market: BLS/NM Workforce Solutions data,

meetings with employers, employer surveys, and monitoring local job postings. Currently, employers are hesitant to make hiring commitments until New Mexico reaches Phase 4 gating parameters established by the Governor. New Mexico is currently in Phase 2 and about to move to Phase 3 COVID response conditions. Therefore, the Workforce Solutions and Bureau of Labor Statistics 2019 data provide the best information for the market 1 to 2 years from now. Table 3 below summarizes the 2019 to 2029 projections for five BLS Standard Occupational Classifications (SOC) associated with environmental technician level occupations. However, the BLS SOC system does not include federal facility projections or contractor/subcontractor information. Additionally, many of the environmental technician job titles are not captured in the SOC.

Meetings with local employers (N3B, ENIPC, Los Alamos Technical Associates (LATA), and LANL, see Letters of Commitment) provided a significantly different picture of the job market for entry-level environmental technicians. LANL reports it will need **1,800 workers** for legacy cleanup and waste management operations between now and 2023 – positions requiring the EWDJT certifications and skillsets. To date, only approximately 300 of these workers have been hired. The Legacy Waste Cleanup Project, managed by N3B, is a \$1.4 billion, 10-year project to assess and clean up over 2,000 contaminated sites on LANL property (see N3B Letter of Commitment). In fact, graduates of previous SFCC EWDJT programs are now project managers in these assessment and remediation activities and motivated to hire SFCC EWDJT graduates (See LATA Letter of Commitment). Surrounding Pueblos also need skilled workers to assess environmental impacts to adjacent Native American tribal lands and water sources (see ENIPC Letter of Commitment).

In addition, SFCC provides EHS training to a wide range of local employers who provide information about their current and future training needs. These clients (the City of Santa Fe, NM Department of Transportation, NM General Services, NM Department of Cultural Affairs) contract with SFCC for training. Membership in local professional associations (Association of General Contractors of NM and New Mexico Society of Hazardous Material Managers) and attendance at professional meetings provide numerous opportunities to identify EHS training needs (see AGC-NM Letter of Commitment).

<b>Table 3: Local Job Demand</b>				
<b>Jobs (2019): 2,494</b>	<b>% Change (2019-2029): 6%</b>		Average Hr. Earnings: \$26.15/hr.	
<b>Occupation</b>	<b>2019 Jobs</b>	<b>2029 Jobs</b>	<b>Change</b>	<b>% Change</b>
Chemical Technicians	199	215	16	8%
Environmental Engineering Technologists and Technicians	43	51	8	19%
Environmental Science and Protection Technicians	325	330	5	2%
Hazardous Materials Removal Workers	284	329	45	16%
Environmental Science & Protection Technicians, & Safety Specialists	792	817	24	3%

Regions: Bernalillo, Sandoval, Los Alamos Rio Arriba, Santa Fe County, Taos County, (Source: Emsi Q3 2020 Data Set)

## 2. TRAINING PROGRAM DESCRIPTION

The training program focuses on providing job skills and certifications for entry-level workers in Brownfields assessment and cleanup, environmental remediation, and solid/hazardous waste management. The certifications provided also prepare successful graduates for positions in hazardous material transportation and warehousing. Ten certifications are awarded to successful graduates after 172 hours of training (Table 4) over five weeks. Attendees are also required to attend 4 hours of classroom training about WIOA resources for resume preparation and interviewing skills and schedule individual appointments with Help NM and NMDWS staff to assist their specific needs (See Letter of Support). An Employer’s Panel is also required attendance to meet Employer Partners regarding their needs for workers (See Letters of Support). The Association of General Contractors of New Mexico (AGC-NM) will provide 8 hours of Communication Training from their Supervisory Training Program (not funded by EPA funds). The proposed EWDJT training program is provided at no cost to the accepted attendees. Certificate fees, personal protective equipment (PPE), COVID disinfection materials, training materials, and equipment costs are provided through the grant and partner donations.

The training curriculum is designed and structured based upon the most requested certifications and job skills

listed in posted job openings, employer surveys, EWDJT advisors and partners, and discussions with environmental professionals. A review of posted job openings for EHS technicians on Indeed.com and CareerBuilder.com the past year indicate the most requested certifications are HAZWOPER 40 hr., Forklift certification, and safety training. Review of job responsibilities in posted job descriptions consistently included RCRA, CERCLA, OSHA, and DOT knowledge and experience, water and soil sampling, hazardous material handling, spill response, and recordkeeping requirements. A benefit of the ongoing labor market assessment shown above is that the curriculum and overall program reflects the demand for skilled entry-level environmental positions with the certifications that employers are seeking.

Environmental, health, and safety compliance in small companies in Northern New Mexico is minimal. Most companies have less than 20 employees, and no EHS functions are assigned to job positions. Even if SFCC EWDJT graduates do not obtain employment in cleanup/remediation projects, their knowledge of EHS requirements benefits any company that employs them. Additionally, SFCC EWDJT graduates share their information about proper chemical handling with their families. SFCC staff regularly receive phone calls from employers and family members about graduates' knowledge of proper chemical use and disposal. This sharing of chemical knowledge benefits the entire Northern New Mexico region.

Employer surveys conducted by the SFCC Department of Contract Training (not specific to just environmental engineering companies) indicate the most requested skills are accountability, communication, and critical thinking. Providing the training program in intensive, five-week sessions with stringent attendance requirements screens out participants unable to demonstrate accountably requested by employers (show up, every day, on time, ready to work). Classroom exercises and demonstrations of understanding are designed to evaluate and improve critical thinking skills. Classroom participation in discussions, exercises, and drills are designed to develop interpersonal communication and team-building skills. Participants requiring additional assistance in math, computer, communication skills are referred to resources at SFCC's Adult Education Center, NM Workforce Solutions programs funded by state and other SFCC grants.

The training curriculum presented in Table 4 is comprehensive and realistic based upon feedback from employers, past graduates EWDJT advisors/partners, and market surveys. The identified classes cover basic requirements and skills for performing entry-level technician tasks for RCRA, CERCLA, OSHA and DOT compliance under the direction of an experienced supervisor. The certifications issued (HAZWOPER 40 hr., OSHA 30 hr. Construction Standards, DOT Hazmat) are required training for the target environmental jobs and cost the employer/worker approximately \$1540/person in the local training market. The estimated cost to employers of the proposed curriculum from private sector training companies is approximately \$4900/person in the local market. Small businesses represent 99% of the business in New Mexico and 53% of the workforce (SBA Office of Advocacy, New Mexico Small Business Profile 2019). Producing trained workers with the regulatory required certificates provided in this curriculum relieves a significant economic burden for small business employers and giving our graduates a hiring advantage in successful job placement. Industry associations, employers, and private employment agencies agree that hiring out-of-state applicants is more expensive than hiring locally. Graduates will experience a competitive edge in their employment search, and employers benefit from qualified applicants within New Mexico who do not need expensive training upon employment. The rural communities benefit from having a more skilled workforce available among their residents and their residents having opportunity and access to well-paying jobs locally. (LANL GAP Analysis; NM1st, ABQ; 2017).

#### **Training Plans:**

**Normal Training Plan:** SFCC will provide three five-week training sessions with 23 attendees using the curriculum presented in Table 4. Two training sessions will be provided at SFCC's Higher Education Center (HEC) in Santa Fe on September 13 to October 15, 2021, and April 18 to May 20, 2022. The training session at Northern New Mexico College (NNMC) in Espanola, NM, is scheduled for September 12 to October 14, 2022. The training sessions are conducted in-person, Monday to Friday, from 8 am to 5:00 pm consistent with most workplace schedules. The training schedule is adjusted for campus or legal holidays.

The SFCC training sessions will be held in the Collaborative Lab at SFCC's Higher Education Center (HEC). The Collaborative Lab is 900 ft<sup>2</sup> and seats 50 to 75 people in a classroom layout and is ADA compliant. Adjacent rooms to the Collaborative Lab have sinks and showers for equipment decontamination and training equipment storage. Outside, the HEC is an area available to conduct drills and exercises.

The Northern New Mexico (NNMC) classroom is approximately 950 ft<sup>2</sup> seats 75 to 85 people, and is ADA compliant with direct access to an outside area for drills and exercises. Adjacent rooms provide sinks for equipment

decontamination and training equipment storage. SFCC training equipment is transported to NNMC by SFCC Facilities staff.

All attendees are issued Amazon Fire Tablets for distribution of training materials, communication via email, and interactive exercises.

**COVID-19 Training Plan:** If a scheduled training session is during a New Mexico public health order, the SFCC will provide the five-week in-person training session with only 18 attendees (25% of classroom occupancy) using the curriculum presented in Table 4 using COVID safe practices described below. Two training sessions will be delivered at the HEC in Santa Fe on September 13 to October 15, 2021, and April 18 to May 20, 2022. The training session at the NNMC campus in Espanola (located in Rio Arriba County) is scheduled for September 12 to October 14, 2022. The training sessions are conducted in-person, Monday to Friday, from 8 am to 5:00 pm consistent with most workplace schedules. The training schedule is adjusted for campus or legal holidays and will incorporate the following safe practices:

- SFCC and NNMC COVID Policy requires daily temperature screening before entrance to the facility. People with temperatures above 100.4° F are not allowed into facilities.
- Classroom size is sufficient to use socially safe distances (6 ft) between students and instructors.
- Hand sanitizer and disinfection materials on each desk.
- Masks (KN 95 or surgical) will be provided and required to be worn during all class activities.
- Exercises and drills will be designed to minimize personal contact.
- Stringent decontamination of equipment procedures developed during the pandemic will be incorporated.
- Disposal PPE and/or individually assigned PPE will be used for any hands-on activities.

*Indoor Training:* SFCC recently upgraded air handling systems to include HEPA filtration, increased room air exchanges per hour, and increased fresh air intake. Based on current industry recommendations, these changes should remove potentially infectious particulates and improve indoor air quality. The SFCC training sessions will be held in the Collaborative Lab at the SFCC HEC. The Collaborative Lab is 900 ft<sup>2</sup> and seats 50 to 75 (25% occupancy is 19 people in a classroom layout and is ADA compliant. Adjacent rooms to the Collaborative Lab have sinks and showers for equipment decontamination and training equipment storage. Outside the HEC is an area available to conduct drills and exercises.

The NNMC classroom is approximately 950 ft<sup>2</sup> seats 75 to 85 (25% occupancy is 21 people) and is ADA compliant with direct access to an outside area for drills and exercises. Adjacent rooms provide sinks for equipment decontamination and training equipment storage. SFCC training equipment is transported to NNMC by SFCC Facilities.

*Outdoor Training:* Northern New Mexico climate is sufficiently mild to allow outdoor activities from April to October. Training outside in a ‘wedding’ tent will provide adequate space, ventilation, and protection for training activities.

SFCC provided in-person EHS training to essential personnel during Phase II pandemic in outdoor tents/equipment bays following COVID safe practices. Employees were tested three to four weeks following the training with no positive COVID tests or signs and symptoms of infection.

All attendees are issued individual Fire Tablets for distribution of training materials, communication via email, and interactive exercises.

Since the training sessions are only five weeks, anyone becoming infected during training will not be allowed to continue in the in-person session. However, they will receive training certificates for training completed and be allowed to return to the next schooled training session to complete the program with the NM Department of Health clearance.

The sustainable practices in the SFCC training program include: 1) Students are provided Amazon Fire Tablets, and training materials are sent electronically. Only work exercises and examinations will be printed, reducing paper usage by two-thirds. 2) Students will be encouraged to carpool and use public transportation to attend training. 3) 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% of the main campus’ energy demand and 70% of the energy used at its Higher Education Center.

**Table 4 Training Curriculum**

<i>Course</i>	<i>Training level</i>	<i>Type of Certification</i>	<i>Hrs.</i>	<i>Start Dates</i>	<i>X Held</i>	<i>Training Provider</i>	<i>Costs</i>	<i>%Budget</i>
Hazardous Waste Management/RCRA	Intermediate	Cert. of Completion	24	9/13/21, 4/18/22, 9/12/22	3	SFCC	\$14,689	7%
Solid Waste Management	Intermediate	Cert. of Completion	8	9/16/21, 4/21/22, 9/15/22	3	SFCC	\$4,896	2%
CPR/First Aid	Basic	AHA Certification	6	9/17/21, 4/22/22, 9/16/22	3	SFCC	\$3,672	2%
OSHA 30 Const. Stand.	Intermediate	30 hr. OSHA card	32	9/20/21, 4/25/22, 9/19/22	3	SFCC	\$19,585	10%
HAZWOPER 40 hour	Intermediate	29 CFR 1910.120 (e)	40	9/24/21, 4/29/22, 9/23/22	3	SFCC	\$24,482	12%
Phase I & II Environmental Assessments	Intermediate	Cert. of Completion	16	10/1/22, 5/6/22, 9/30/22	3	SFCC	\$9,793	5%
Forklift Operator	Intermediate	Class 4 Operator	6	10/5/21, 5/10/22, 10/4/22	3	SFCC	\$3,672	2%
Environmental Sampling	Intermediate	Cert. of Completion	16	10/6/21, 5/11/22, 9/5/22	3	SFCC	\$9,793	5%
Confined Space Entry & Non Entry Rescue	Basic	Cert. of Completion	8	10/8/21, 5/13/22, 10/7/22	3	SFCC	\$4,896	2%
DOT Hazmat	Intermediate	Cert. of Completion	16	10/11/21, 5/17/22, 10/10/22	3	SFCC	\$9,793	5%
<b>Total:</b>			<b>172</b>				<b>\$105,272</b>	<b>53%</b>

**3. BUDGET**

**A. Personnel**

- Program Manager, Janet Kerley .20 FTE (██████████) subtotal: \$40,079.49
- Environmental health and safety training, Janet Kerley \$75/hr., 600 hours. Duties include curriculum development and course prep time hours for three training sessions subtotal: \$45,000.00
- Administrative Assistant, Evelyn Gonzales, 0.1 FTE (██████████). Assists with recruitment, program management, tracking participant placements, and financial, and performance reporting. subtotal: \$11,322.22
- Instructional intern to assist with HAZWOPER and other hands-on activities. \$15/hr., 60 hours per training session, three training sessions. subtotal: \$2,700
- **Total Personnel: \$99,102.49**

**B. Fringe Benefits**

- Fringe benefits: 35% of personnel costs: State retirement – 15.15%; FICA - 6.2%; Medicare – 1.45%; Retiree Healthcare – 2%; Medical – 10%; Dental - .06%; Vision - .01%; Life - .02%; Unemployment - .03%; Workers Comp - .01%; Other - .07%. **Total Fringe Benefits: \$34,685.60**

**C. Travel**

- Annual EWDJT All Grantee Meeting Alexandria, VA years 1-3 - Participant: Program Manager Janet Kerley, Mileage rate: 0.44 Miles: 100, Meals: \$25/day, Airfare: \$500, Ground Transportation: \$141, Total: \$700 per trip, subtotal: \$2,100
- Annual EPA National Brownfields Training Conference, locations various, years 1-3 - Participant: Program Manager Janet Kerley, Mileage rate: 0.44 Miles: 100, Hotel: \$200/night, Meals: \$56/day, Airfare: \$500, Ground Transportation: \$100, Conference Registration: \$250 Total: \$1,550 per trip, subtotal: \$4,650
- **Total Travel: \$6,750.00**

**D. Supplies**

- Outreach - posters, flyers, and handouts \$250 per cohort, three cohorts, subtotal: \$750

- Outdoor shelter to support COVID-19 safe instructional practices subtotal: \$1,500
- Instructional Supplies - gloves, masks, eye protection, oxygen tank re-fills, OSHA cards, etc. \$7,000 per cohort, three cohorts subtotal: \$21,000
- Fire Tablets (contains all course materials) \$109.84 each x 70 students subtotal: \$7,688.88
- **Total Supplies: \$30,938.88**

**E. Contractual**

- Northern New Mexico College (NNMC) includes: outreach, provide instructional space, forklift rental and assistance with placement- \$10,000 total
- Outreach -Media placements (radio, print, social media) \$3,000 per cohort \$9,000 total
- **Total Contractual: \$19,000.00**

**I. Direct Charges**

- **Total Direct Charges: \$190,476.19**

**J. Indirect Costs**

- **@ 5% all direct charges: \$9,523.81**

**K. Total Project Cost: \$200,000**

<b>Table 5 Budget By Project Tasks</b>					
<b>Category</b>	<b>Outreach &amp; Recruitment</b>	<b>Instruction/ Training</b>	<b>Program Management</b>	<b>Placement &amp; Tracking</b>	<b>Total</b>
<b>A. Personnel</b>	\$12,284.32	\$47,700.00	\$24,568.63	\$14,548.76	<b>\$99,101.71</b>
<b>B. Fringe Benefits</b>	\$4,299.51	\$16,695.00	\$8,599.02	\$5,092.07	<b>\$34,685.60</b>
<b>C. Travel</b>	\$675.00	\$675.00	\$4,725.00	\$675.00	<b>\$6,750.00</b>
<b>E. Supplies</b>	\$750.00	\$30,188.88			<b>\$30,938.88</b>
<b>F. Contractual</b>	\$10,000.00	\$5,000.00		\$4,000.00	<b>\$19,000.00</b>
<b>I. Total Direct Costs</b>	\$28,008.83	\$100,258.88	\$37,892.65	\$24,315.83	<b>\$190,476.19</b>
<b>J. Indirect Costs</b>	\$1,400.44	\$5,012.94	\$1,894.63	\$1,215.79	<b>\$9,523.81</b>
<b>K. Total EPA Funds</b>	<b>\$29,409.27</b>	<b>\$105,271.82</b>	<b>\$39,787.29</b>	<b>\$25,531.62</b>	<b>\$200,000.00</b>

**4. PROGRAM STRUCTURE, ANTICIPATED OUTPUTS, AND OUTCOMES**

**4A. Outputs and Outcomes**

<b>Table 6 – Outputs and Outcomes</b>			
<b># Enrolled in Program</b>	<b># Completing Program</b>	<b># Placed in Environmental Positions</b>	<b># Pursuing Further Education</b>
<b>69</b>	<b>58</b>	<b>47</b>	<b>6</b>

Outputs: SFCC proposes to accept 23 attendees for each training session (total of 69), graduate 58 of these attendees, and place 47 graduates into environmental jobs and six graduates into further education. Each training session consists of 172 hours of instruction resulting in 10 Certifications (see Table 4). The College intends to strengthen existing partnerships with agencies and organizations involved in employment training and placement (Northern Area Local Workforce Development Board, Department of Workforce Solutions/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 for Brownfields projects, 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.

Timeline: The project will provide three 172 hour, five-week training sessions in the first two years of the grant. Between each training session, there will be adequate time for recruitment and screening. Job placement will

begin immediately after the training and will continue through the end of the project. Please see *Project Milestones* in the attachments for more information.

#### **4A. Recruitment and Screening**

Outreach: Potential applicants are referred to the program by the public workforce, tribal, community, and employer workforce partners. The SFCC EWDJT program will use various media sources (radio, print, and social media) and partnerships (New Mexico Workforce Solutions, Northern Area Local Workforce Development Board, to promote the program to target audiences. Radio has been the most successful outreach method for the past two grant cycles. The Project Director is cohost for a weekly radio show (Living on the Edge) on KSFR 101.1 FM (SFCC's public radio station). Many of the past applicants indicated they heard about the EWDJT program through radio Public Service Announcements, broadcast interviews on English and Bilingual radio stations, and paid advertisements on radio stations (actually, the mothers of many past applicants heard the announcements told the applicants about the program). When allowed again, a public informational meeting two months prior to each training session will be held and announced through social media (paid Facebook advertising, Twitter), SFCC website, local newspaper advertisements, and employer partners newsletters and blog casts. LANL is scheduling a taped interview the week of 9/21/2020 with the Project Manager to promote SFCC's training program and the possible EDWJT grant. Each College (SFCC and NNMC) will leverage its media and community presence to promote the program. Most importantly, program partners will promote the opportunity to their clients. at program partners' locations throughout northern New Mexico. Experience indicates SFCC will generate 50 to 85 applicants per session to select the 23 attendees.

Screening: Applicants must complete an online application, a phone interview, and an in-person one hour interview. The SFCC website informs potential applicants that they must be: 18 years old, have a High School diploma/GED, unemployed or underemployed (with drop-down definitions), able to complete the 5-week training, and physically fit for the type of employment. All online applicants are called to answer any questions about the training program, confirm work readiness and interest in the environmental technician career field, confirm contact information, and schedule an in-person interview with the Project Manager and an available project partner. Generally, 50% of the applicants withdraw after the phone interview. Showing up for the in-person interview demonstrates the applicant's sincere interest in the training program. The in-person interview seeks to determine the applicants' career intentions (i.e., desire for a job), attendance challenges (transportation, childcare), required WorkKeys assessment, commitment to complete the training, and agreement to placement reporting.

Acceptable candidates' summaries will be reviewed by the Project Manager and forwarded to Advisory Committee members for their input on a final selection. Twenty-three candidates and three alternates are selected by input from the Advisory Committee Members one month before the training session begins. Accepted candidates have one week to respond to accept the training invitation. Otherwise, alternatives are contacted. This provides enough time to co-enroll accepted attendees in the NMDWS Online Workforce Connection System to access available job assistance resources. The NALWDB will participate in screening through its existing training and education services.

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

SFCC has a robust network of support and resources to ensure graduates find environmental jobs. The Workforce Innovation and Opportunity Act (WIOA) workforce system give 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, SFCC partner organizations, will provide comprehensive wrap-around services to support trainees. These include assistance with childcare, transportation, housing, counseling, career coaching, and life skills. These networks of support services will retain trainees and help them prepare for employment. Please see attached letters of commitment for more information about partners' program support

Partners all have career coaches to assist with the placement of their EWDJT trainee clients into jobs. The Eight Northern Pueblos Office of Environmental Assistance will assist with the 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 (DWS) 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 Career Center also has a virtual job board that

graduates can access. Los Alamos National Lab (LANL) will provide workshops to explain the intricate application process at LANL 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, the program manager, and the 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. SFCC has a data-sharing agreement NMDWS that 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 graduates. Each trainee will be required to establish a LinkedIn account and connect with the EWDJT project director. All trainees' contact information, including relatives' contact information, will be collected as many trainees lived in rural tribal areas without phones or internet access. During past EWDJT grants, the project director would occasionally have to call someone's mother or aunt to determine where a graduate was working. Also, Adult Education career coaches at YouthWorks, DWS SFCC, NNMC will be engaged to help identify graduate's placement and wage data.

New Mexico has one of the most generous training incentive programs in the country. The New Mexico Economic Development Department 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. Also, companies that utilize the WorkKeys assessment in hiring, or hire trainees who have graduated within the past twelve months from an 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**

The initial SFCC EWDJT grant, awarded in 2011, allowed SFCC to develop an EHS training program to provide required regulatory certifications in central Northern New Mexico. The second EWDJT grant allowed SFCC to develop relationships with employers and identify their employee training needs in a larger area of rural Northern New Mexico. Additionally, SFCC began to develop relationships with local colleges in the rural areas to demonstrate the need for EHS certifications in addition to academic credentials.

The EWDJT program allows SFCC to further develop its relationships with new and emerging businesses identifying their EHS needs. The current SFCC EWDJT grant attracted the attention of N3B; the company awarded a ten year, ~\$1.4 billion contract to address the Los Alamos National Laboratory Legacy Waste Cleanup. SFCC's outreach to and training of unemployed and underemployed workers throughout the region assists N3B in locating potential workers who can pass the DOE background checks for this cleanup project. N3B is committing to advising and assisting SFCC and NNMC to develop its EHS training programs. Los Alamos Technical Associates is a contractor on the Legacy Cleanup and is committed to potentially hiring graduates on their projects (see attached letters of commitment).

The SFCC' EHS training program is becoming a nexus for employers, workers, colleges, and professional organizations through:

- a) Developing curriculum and providing training to meet the compliance needs of employers in the region.
- b) Networking with employers and other colleges to identify compliance training needs.
- c) Reaching populations of workers through workforce development organizations.
- d) Assisting rural colleges in pooling limited resources to meet employer EHS training needs.
- e) Creating local, qualified, and certified workforces in rural areas of New Mexico with current and pending environmental assessment and cleanup projects.

### **5. COMMUNITY & EMPLOYER PARTNERSHIPS**

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

New Mexico is a 'networking' state, and SFCC spends significant time networking to maintain and develop relationships with businesses, contractors, government agencies, and professional associations involved in environmental projects. Through the network of relationships with large employers and small business contractors,

SFCC is aware of and can collaborate with a wide range of entities performing environmental projects in the target region.

The SFCC Department of Continuing Education and Contract Training is one of the few entities providing hazardous material related classes in Northern New Mexico. The sparse population of the region and the predominance of small businesses (99% with less than 20 employees in the target area) make it difficult for training providers to organize and schedule classes with enough people to be financially feasible. Over the past ten years, SFCC has established relationships with many of the small businesses subcontracting to the larger environmental companies. SFCC's ability to provide training at cost allows it to hold smaller class sizes (sometimes as few as three people). The larger environmental firms refer their small subcontractors to SFCC, allowing it to coordinate training sessions with smaller employers' schedules. It is a time-consuming task but benefits the smaller companies in the target area. Over time, SFCC has established a list of regular clients, which includes: NM General Services Department, NM Department of Transportation, NM Risk Management Department, NM Abandoned Mine Land Program, City of Santa Fe Risk Management, and Safety Department, NM Army National Guard, and Meow Wolf. Training classes include HAZWOPER (40 hr, 24 hr, and Refresher), hazardous waste management (RCRA), DOT Hazmat, CERCLA, and other OSHA required training.

SFCC's wide experience also allows it to develop specialized training classes for employers or professional association members embarking on new projects or needing information about new regulatory requirements. For example, SFCC develops compliance training for the Association of General Contractors and the Santa Fe Area Homebuilders Association addressing EHS issues (lead, mold, asbestos, silica standards) in property management and renovation. The previous EWDJT grants SFCC to develop a curriculum to serve a wider range of clients with EHS training.

SFCC is currently contracted with the National Partnership for Environmental Technology Education (PETE) to provide hazardous material training to LANL employees through a joint DOE/NIESH Nuclear Worker Training grant. This interaction provides numerous opportunities to locate potential job positions within LANL for SFCC EWDJT graduates. Sixty-five percent of LANL's 13,000 employees commute from Santa Fe, Espanola, Taos, and Albuquerque. During class introductions (~4 classes per week), the SFCC EWDJT program is mentioned and generates significant recommendations for potential applicants and connections in the target area.

SFCC collaborates with N3B's Nuclear Operator apprenticeship program and academic institutions (NNMC, UNM-Los Alamos, UNM-Taos), providing supplemental training and certifications for environmental students.

SFCC invites speakers from these groups to discuss their projects on the SFCC radio show *Living on the Edge* on Public Radio KSFR (101.1 FM) quarterly to inform the community of environmental activities.

SFCC participates in several associations to maintain professional qualifications, network with environmental professionals involved in environmental activities, and develop and provide training.

The New Mexico Environment Department Brownfields Team Leader and SFCC frequently correspond on current Brownfields and remediation projects in New Mexico. The NMED Brownfields Team (NM Groundwater Quality Bureau) continues to support the SFCC EWDJT Program by assisting its Advisory Board, referring recruits to training, providing speakers at the training sessions, donating equipment, advising on current training needs in various locations, and providing insight on local job openings (see NMED Letter of Commitment).

The benefits of these partnerships for SFCC include information about local and regional training needs, contracts to develop site-specific or organizational specific training on environmental topics, invitations to see new technologies, opportunities for field trips for SFCC EWDJT participants, equipment donations/loans for training, and requests for potential hire contacts and placement of SFCC EWDJT graduates. Our partners provide valuable assistance, oversight, information, and financial support to the SFCC EHS training program.

Benefits to SFCC partners include: finding and training entry-level workers for environmental positions on a wide range of environmental projects, networking opportunities with other environmental companies, access to a public radio program to discuss their projects and impact on the target area citizens, and access to experienced instructors who can rapidly respond to their employee training needs. SFCC volunteers training to the annual ENIPC Tribal Environmental Youth Camp and attends Council meetings when requested to provide information on environmental issues.

## **5.b. Community Partnership Building**

Community Involvement: On September 1, 2020, SFCC coordinated a Zoom meeting with the Secretary of NM Workforce Solutions and ten representatives workforce community partners (HELP NM, YouthWorks, Northern

Area Local Workforce Board) to present the SFCC EWDJT grant requirements, past performance, goals, and objectives of the EPA Brownfields EWDJT training program. This meeting resulted in garnering their support of the SFCC EWDJT application and the attached Letters of Commitment.

The commitments made by these organizations include:

- Recruitment of applicants from target populations: YouthWorks (disconnected youth). Department of Workforce Solutions (veterans, dislocated workers, disconnect youth)
- Enrollment in NM Workforce Connection Online System qualifying participants for services such as transportation, childcare, dependent care, housing: Northern Area Local Workforce Development Board, Department of Workforce Solutions, YouthWorks
- Career Counseling: YouthWorks, Northern Area Local Workforce Development Board
- Resume Preparation: Department of Workforce Solutions, Northern Area Local Workforce Development Board
- Wage Subsidies for graduates to encourage employer hiring: Northern Area Local Workforce Development Board
- Job Search and Placement: Department of Workforce Solutions, YouthWorks
- Identification and enrollment of graduates into internships: Department of Workforce Solutions
- Participation on the SFCC EWDJT Advisory Board: YouthWorks, Northern Area Local Workforce Development Board, Department of Workforce Solutions

Developing collaborations between the colleges in northern New Mexico will allow more efficient use of existing training resources to create a skilled environmental workforce. SFCC’s environmental technician training curriculum and demonstrated success in reaching the target (unemployed/underemployed/Veteran/Native American/Disconnected Youth) populations in rural areas is an asset to the collaboration. NNMC has facilities and established connections with local employers. Individually, colleges do not have the people, time, or money necessary to reach or train the target populations. The target populations do not have the resources (time or money) to travel to other training locations (public or private) that provide specialized job training. There is insufficient population density for private training organizations to market or provide a wide range of environmental training in rural areas. If funded, SFCC will be able to collaborate with local colleges to provide the training and certifications to target populations in these rural areas to develop a local workforce to support local environmental assessment and remediation projects. NNMC Letter of Commitment is attached.

Public meetings are currently not allowed in New Mexico due to the pandemic conditions. However, SFCC announced its intention to apply for EPA EWDJT funding on its Public Radio *Show Living on the Edge* on shows in June and July 2020. The listening audience was encouraged to contact SFCC or leave comments on the show’s blog site.

SFCC has held multiple meetings with the workforce and community partners listed in Table 7 to discuss wrap-around services and job placement for EWDJT attendees. SFCC’s YouthBuild and Adult Education programs can identify potential disconnected youth participants and provide substance abuse counseling, career coaching, and academic advising. The SFCC Veterans Resource Center and NM Workforce Solutions Veteran Coordinator will assist Veterans with job searching and placement. 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.

These wrap-around services identified in the meetings with community partners and enrollment of attendees in the WIOA programs will provide the financial assistance SFCC EWDJT attendees need to focus on training, job hunting, and give incentives to employers to hire them. The training program is provided at no charge to selected attendees. The intensive training schedule creates a financial burden to attendees since they cannot pursue part-time employment. The enrollment of attendees in the WIOA programs will provide some financial assistance not previously available to SFCC attendees.

<b>Organization</b>	<b>Meeting Dates</b>	<b>Ltrs of Commit.</b>
Eight No. Indian Pueblo Council (ENIPC-OETA)	8/24/2020	X
NM Department of Workforce Solutions (DWS)	9/1/2020	X
Northern New Mexico College (NNMC)	8/4/2020	X
Northern Area Local Workforce Board (NALWB)	9/1/2020	X
SFCC (Adult Ed, Veterans Resource, Career Services)	8/19/2020	X

Youthworks (including Youthbuild)	9/1/2020	X
HELP NM (One-Stop Operator)	9/1/2020	X

In summary, the previous EPA EWDJT grants allowed SFCC to establish itself as a reputable, quality training provider in the community. This reputation attracted the attention and support of state resources not previously offered to the extent now available to the proposed project. These additional resources will assist target population attendees with the challenges that generally prevent them from pursuing education and training to develop a career rather than just getting a job.

### 5.C. Employer Involvement

As discussed in 5.A, SFCC collaborates with many employers within and near the target area. LANL hired three of this grant’s graduates, N3B placed four graduates of the current grant into their Nuclear Operator apprenticeship program. LATA has hired several SFCC EWDJT graduates. The LATA Project Manager, who submitted the Letter of Commitment, is a graduate of SFCC’s 2013 EWDJT training program. At least six Native American SFCC EWDJT graduates currently work in environmental positions in Pueblos in Northern New Mexico.

The table below summarizes meeting dates with specific employers over the past six months to discuss training needs, curriculum development, and levels of support

<b>Organization</b>	<b>Meeting Dates</b>	<b>Letters of Commitment</b>
Eight Northern Indian Pueblo Council (ENIPC-OETA)	8/24/2020	X
Newport News Nuclear BWXT Los Alamos (N3B)	7/30/2020	X
Los Alamos National Laboratory (LANL)	7/30/2020	X
Los Alamos Technical Associates (LATA)	9/16/2020	X
Associated General Contractors of NM (AGC)	8/31/2020	X
NM Groundwater Quality Bureau/Brownfields Coord.	7/3/2020	X

The from these meetings, partnerships with identified employers involved in local environmental projects and remediation activities have committed to the following support in the attached Letters of Commitment:

- Serve on or work with SFCC’s EWDJT Advisory Board: NMED, AGC-NM, LANL, ENIPC-OETA, N3B, and LATA (see Letters of Commitment)
- Provide Project Implementation Guidance: N3B, NMED
- Recruit Potential Trainees: NMED, ENIPC-OETA, AGC-NM
- Participate on Employers Panel ENIPC-OETA, LATA, LANL
- Provide Subject Matter Experts to review or advice SFCC on its training curriculum: N3B LANL, LATA
- Provide Job Skill Training not covered by EPA: AGC-NM
- Interview or Consider Graduates for employment: N3B
- Hire SFCC EWDJT Graduates: LATA, LANL
- Assist with job placement of Graduates: ENIPC-OETA, AGC-NM

Six of the employers are committed to participating on the Advisory Board during meetings/discussions listed in Table eight. Their inputs regarding the training curriculum are presented in Table 4. Advisory Board members will review the training program applicants on August 13, 2021, March 21, 2022, and August 12, 2022, for the final selection of 23 attendees and three alternates for each training session Cohort. An Advisory Board Meeting will be held within one week of notification of award to determine implementation suggestion for the finalized EPA workplans, especially if NM is under pandemic work restrictions. And, an additional Advisory Board meeting will be held one month after each training session to review results and identification of placement assistance for graduates. By 11/2020, Advisory Board efforts will focus on employment and tracking of graduates.

NMED, AGC-NM, and ENIPC-OETA committed to recruiting applicants for the SFCC EWDJT. These employers along with the other project partners, will provide significant access to the target populations in the target area.

LANL needs approximately 1,000 environmental professionals and stated it would hire qualified SFCC EWDJT graduates. LANL is a Department of Energy facility that has stringent background requirements to hire. SFCC cannot perform the extensive background checks required by LANL security requirements. NM is a ‘Ban the Box’ state, which prevents SFCC from inquiring about the potential criminal background of applicants. Trainees

with ‘difficult’ backgrounds will be directed to other environmental employers with less stringent background requirements. AGC-NM and ENIPC-OETA can refer graduates to other companies or positions with less stringent background requirements.

LATA has hired and committed to hiring SFCC EWDJT graduates. LATA currently has many remediation projects on LANL and in other parts of the state. LATA, LANL, and ENIPC-OETA committed to participating in the Employer Panels held during each cohort. These panels allow employers to meet the trainees, answer trainee questions about job application procedures, and get advice on what employers are seeking from job applicants.

Several of these employers have previously participated in SFCC’s EWDJT programs. NMED, ENIPC-OETA, AGC-NM, LANL have supported SFCC’s EWDJT in both SFCC EPA grants. N3B participated in the current grant. LATA is a new partner, and the Project Manager (Nathan Canaris) is a graduate of SFCC’s 2013 EWDJT training session. Rebecca Cook, Team Leader of the NMED Brownfields Program of NMED, has always supported SFCC’s program and provided extensive information on Brownfield projects in the target area. ENIPC-OETA has been an integral partner from the beginning and collaborated with SFCC to train Naïve American participants and place them in environmental positions within the Pueblos and tribal communities of Northern New Mexico for environmental assessments and cleanups.

SFCC believes these employer partnerships are strong, and they have demonstrated their commitment through several years of supporting our grant applications, participating in the training sessions, interviewing and hiring graduates, and sharing their needs and expertise in the environmental professions.

### 6. 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 daily with veterans, Native Americans, and disconnected youth, and are in the preeminent position to perform outreach and recruitment activities. All trainees will be low-income and unemployed in dire need of supportive services over the five-week training period. The workforce partners have the resources available to assist with costs such as childcare, transportation, and housing. SFCC and NNMC will provide instructional space at no cost (SFCC’s non-profit classroom rental rate is \$560/day). SFCC also has equipment from the previous 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 ENIPC-OETA and the NM-DWS will assist in awarding on-the-job training funds for graduates who are employed by qualifying employers. The ENIPC-OETA will connect Native American graduates to jobs at the 22 New Mexico pueblos’ environmental departments.

**Table 9 – Leverage and Amounts**

<b>Organization</b>	<b>Status of Funds</b>	<b>Outreach/ Recruitment</b>	<b>Instruction &amp; Training</b>	<b>Program Mgmt.</b>	<b>Placement &amp; Tracking</b>	<b>Total</b>
ENIPC-OETA	Confirmed				\$1,000	<b>\$1,000</b>
HELP NM	Confirmed	\$3,000			\$5,000	<b>\$8,000</b>
LANL	Confirmed				\$1,500	<b>\$1,500</b>
NM DWS	Confirmed				\$76,500	<b>\$76,500</b>
NNMC	Confirmed	\$2,500	\$5,800		\$2,500	<b>\$10,800</b>
NALWDB	Confirmed	\$1,500			\$25,000	<b>\$26,500</b>
SFCC	Confirmed	\$23,036	\$53,820	\$15,071	\$18,786	<b>\$110,713</b>
YouthWorks	Confirmed	\$7,500			\$11,250	<b>\$18,750</b>
<b>Total</b>		<b>\$35,036</b>	<b>\$75,420</b>	<b>\$15,071</b>	<b>\$139,036</b>	<b>\$264,563</b>

SFCC, the fiscal agent, is *waiving most of its in-direct-cost 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 and NNMC’s marketing offices 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.

## **7. PROGRAMMATIC CAPABILITY**

### **7.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.

SFCC has assigned Janet Kerley as the Project Director. Ms. Kerley is the program manager and Principal Course Instructor for the Environmental, Health, and Safety (EHS) program. She has over 35 years' experience in emergency planning & response, environmental remediation, facility decommissioning, and compliance with EPA/OSHA/DOT requirements for hazardous materials. She served as Primary Liaison for the Academy of Certified Hazardous Materials Management/Alliance of Hazardous Materials Professionals (2005-2015) to the ANSI Safety, Health and Environmental Training Committee (Z490) and actively participated in the development of ANSI Standard Z490.1-2009' Criteria for Accepted Practices in Safety, Health, and Environmental Training.' She developed professional training modules for RCRA, RCRA Corrective Actions, and CERCLA for the Institute of Hazardous Materials Managers Certification Overview Course. As Chair of the Environmental and Regulatory Committee of the National Small Business Association (1999-2004), she coordinated small business efforts to establish the EPA Self Disclosure Policy, legislation for the Renovation, Repair and Painting Rule, the Small Business Liability Relief, and Brownfields Revitalization Act, OSHA Small Business assistance programs and provided SBREFA testimony for the remanding of the OSHA Ergonomic Standard. 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.

### **7.B. Organizational Experience**

For 35 years, SFCC has provided career training and workforce development in the Northern New Mexico area. The Mission Statement' Empower Students, Strengthen Community,' summarizes its commitment to providing affordable, high-quality educational programs that serve the social, cultural, technological, and economic needs of a diverse community. SFCC serves approximately 13,000 students annually with over 100 career training programs, each overseen by a program advisory board made up of employers, industry associations, labor organizations, and government agencies. Most programs place over 90% of its graduates into employment or further education. Additionally, SFCC provides customized EHS training to businesses (Meow Wolf, ICaste, SDV Construction, Santa Fe Brewery), government agencies (NM DOT, NM General Services, NM, NM Department of Cultural Affairs, City of Santa Fe, City of Las Cruces) industry associations (AGC-NM) and non-profit organizations (Eight Northern Indian Pueblos Council, HELP NM, Rocky Mountain Youth Corp) through its Department of Continuing Education and Contract Training.

Due to its sparse population and limited resources, SFCC, NNMC, and UNM-Los Alamos effectively cooperate in providing EHS training to students and workers in Northern New Mexico. Each has its specialties: SFCC provides hazardous material training and certification, NNMC provides Radiation Control Technician certification, and UNM-Los Alamos provides Baccalaureate level degrees in environmental technologies. UNM-LA students attend SFCC HAZWOPER classes when there are not enough students to hold classes in Los Alamos. SFCC held an EWDJT training session in June 2019 at NNMC, which was very successful (graduated 25 of 26 attendees) and appreciated by the Espanola community (over 150 people attended the graduation ceremony).

For eleven years, SFCC has worked effectively with the Office of Environmental Technical Assistance of the Eight Northern Indian Pueblos Council (ENIPC-OETA) to provide environmental training as needed (<http://enipc-oeta.org/hazwoper.htm>) to develop Native American environmental technicians. SFCC volunteers training at their

annual Tribal Youth Environmental Summer Camp. Twelve Pueblos have graduated from SFCC’s EWDJT past training sessions and support environmental investigations on tribal lands.

In summary, SFCC’s Department of Continuing Education and Contract Training maintains close working relationships with organizations responsible for workforce training and development in our community and region. In 2019-2020 (to date), SFCC’ EHS Contract Training section trained approximately 1000 workers through EHS contracts and generated approximately \$350K in revenue (during a pandemic) for the College. SFCC could not accomplish this goal without working with our community partners.

**7.C. Audit Findings**

SFCC has clean audit reports with no adverse findings for five years. The College manages over 100 grants and contracts collectively worth about \$9M each year and has organizational structures and procedures for fiscal controls, program monitoring, and for completing projects within funder rules and regulations. Its funded projects have not experienced any problems or adverse findings.

**7.D. Current & Past Performance and Accomplishments**

SFCC successfully completed an EWDJT grant in 2011-2014 and is closing the 2017-2020 EWDJT grant on 9/20/2021. The summary of program accomplishments for these grants are presented in Table 10.

For the 2011-2014 SFCC EWDJT grant, funds were drawn in a timely and appropriate manner. Quarterly reports and ACRES reporting were submitted in a timely manner. Performance results for the 2011-2014 grant exceeded planned results in the number of participants trained, 78 participants (127% of work plan goal), and placing 56 (93% of project goal), which is 71% of graduates into full-time employment with the average hourly salary rate of \$16.40/hour. The SFCC program was showcased in the EPA publication *Transforming Lives and Advancing Economic Opportunities*. This grant established the credibility of SFCC’s environmental training in Northern New Mexico. SFCC used this accomplishment to expand its EHS contract training to city, county, state, Pueblos, and private sector clients throughout the state.

For the 2017-2020 EWDJT grant, funds were drawn down in a timely and appropriate manner. Not all quarterly reports were turned in on time and are being reviewed now to determine how to allocate resources better in the future. However, ACRES reporting was completed at the end of each training session, and the transition to ACRES 6.0 was accomplished.

The 2017-2020 EWDJT grant did accomplish its goals in training 61 participants (135% of work plan goals) and placing 32 graduates into full-time employment (95% of work plan goals). The major issue in placement was tracking graduates upon completion of training. The proposed changes presented in this project are designed to address the graduate tracking issue. While many of the graduates regularly emailed or called to report their status, about 50% of the graduates did not. This lack of self-reporting contributed to the quarterly reporting discrepancy. Enrollment of SFCC EWDJT participants in the NM Workforce Solutions WIOA One-Stop system will permit better tracking for graduates that do not self-report.

Table 10 - EPA Program Accomplishment Data							
Grant #	Project Period	Funds Expended	Participants Trained	Participants Placed	% Placed FT.	Acres Updated?	Credentials Earned
JT-00F47101-0	2011-2014	\$300,000	78 (127%)	56	(93%)	Yes	76 (127%)
JT-01F39901-0	2017-2020	\$176,856	61 (135%)	32	(94%)	Yes	61 (135%)

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

April 8, 2019  
CRS: 01-197245-00-9  
Letter ID: L1815733424

STATE OF NEW MEXICO TAXATION AND REVENUE DEPARTMENT  
**REGISTRATION CERTIFICATE**

Date ID Issued <b>29-Dec-1983</b>	IDENTIFICATION NUMBER <b>01-197245-00-9</b>	Business Start Date <b>01-May-1983</b>
Business Location <b>6401 S RICHARDS AVE</b>		Business End Date
City and State <b>SANTA FE, NM</b>	Zip Code <b>87508-4887</b>	
Taxpayer Name <b>SANTA FE COMMUNITY COLLEGE</b>		Taxpayer Type <b>Government</b>
Firm Name <b>SANTA FE COMMUNITY COLLEGE</b>	Filing Frequency <b>Monthly</b>	
Mailing Address <b>6401 S RICHARDS AVE</b>		
City and State <b>SANTA FE, NM</b>	Zip Code <b>87508-4887</b>	

This Registration Certificate is issued pursuant to Section 7-1-12 NMSA 1978 for Gross Receipts, County Gross Receipts, Municipal Gross Receipts, Compensating and Withholding Taxes. This copy must be displayed conspicuously in the place of business. Any purchaser of the registrants business is subject to certain requirements under Section 7-1-61 NMSA 1978.

Cabinet Secretary

By 

Any inquiries concerning your Identification Number should be addressed to the Audit & Compliance Division, P.O. Box 630, Santa Fe, New Mexico 87504-0630

Form Revised 02/2003

THIS CERTIFICATE IS NOT TRANSFERABLE

STATE OF NEW MEXICO TAXATION AND REVENUE DEPARTMENT  
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Mailing Address <b>6401 S RICHARDS AVE</b>		
City and State <b>SANTA FE, NM</b>	Zip Code <b>87508-4887</b>	

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Cabinet Secretary

By 

Any inquiries concerning your Identification Number should be addressed to the Audit & Compliance Division, P.O. Box 630, Santa Fe, New Mexico 87504-0630

Form Revised 02/2003

THIS CERTIFICATE IS NOT TRANSFERABLE



### 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 application. Also, provide the page number and where the information is located within your application 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.

- 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.  
**Santa Fe County (150,056) and Rio Arriba County (39,006) Total population: 189,062**

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- 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 2012) Indicate whether you have ever received EPA EWDJT grant funding before, and if so, in what year(s) did you receive funding?  
**SFCC received EWDJT funding in 2011 and 2017**

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- 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.  
**Through our partnership with the Eight Northern Indian Pueblos Office of Environmental Technical Assistance, we seek to recruit Native Americans from the following Pueblos: Nambe, Ohkay Owingeh, Picuris, Pojoaque, San Ildefonso, Santa Clara, Taos, and Tesuque Pueblos**

---
- Applications that seek to serve veterans.  
**We seek to serve veterans through targeted recruitment efforts in partnership with SFCC’s Veteran’s Resource Center, New Mexico Department of Workforce Solutions, Help New Mexico and the Northern Area Local Workforce Development Board.**

---
- Whether the applicant’s project is located in an IRS-designated Qualified Opportunity Zone.  
**Training will be hosted at Santa Fe Community College, located in Santa Fe County, and Northern New Mexico College, located in Rio Arriba County. Each campus is located less than a mile from an IRS-designated Qualified Opportunity Zone. The following zones are located in Santa Fe and Rio Arriba Counties: 35039000300, 35039941000, 35049001002, 35049001103, 35049001202, 35049001302, and 35049001304.**

---



*Community Partnerships Office*

Los Alamos National Laboratory  
PO Box 1663, MS-A117  
Los Alamos, NM 87545  
505-665-4400

*Symbol:* CPO-20-014  
*Date:* September 14, 2020

Rebecca K. Rowley, Ph.D.  
President  
Santa Fe Community College  
6401 Richards Ave.  
Santa Fe, NM 87508

Dear Dr. Rowley,

Los Alamos National Laboratory (LANL) is strongly committed to supporting Santa Fe Community College's (SFCC) EPA Environmental Workforce Development and Job Training (EWDJT) grant application (RE: EPA-OLEM-OBLR-20-03). If funded, LANL commits to work closely with SFCC and its project partners to support EWDJT project success.

Since its inception in 1943 as part of the Manhattan Project, LANL's primary mission has been nuclear weapons research and development. The LANL Office of Environmental Management's mission is to safely secure and to achieve cleanup and risk reduction of legacy material, facilities, and waste sites at LANL to safely complete the environmental remediation of legacy and active sites while protecting human health and the environment. We need qualified environmental workers who have the industry credentials the EWDJT program provides to support this mission.

LANL is excited to collaborate with SFCC and the EWDJT program and commits to the following:

- Provide LANL subject matter experts to review the EWDJT curriculum and to meet with EWDJT trainees to inform them about LANL career opportunities
- Coordinate with EWDJT staff help place qualified EWDJT graduates into available LANL environmental positions
- Designate a LANL subject matter expert to serve on EWDJT Advisory Board

We expect to hire more than 1,000 workers next year to join our more LANL 13,000 employees, and the EWDJT program aligns with our goal to develop a skilled, local workforce. If you have any questions about our commitment to this vital program, please contact me at [kkeith@lanl.gov](mailto:kkeith@lanl.gov).

Sincerely,

Kathy Keith  
Director, Community Partnerships Office  
Los Alamos National Laboratory



Date: September 21, 2020

N3B-2020-0347

Rebecca K. Rowley, Ph.D.  
President  
Santa Fe Community College  
6401 Richards Ave.  
Santa Fe, NM 87508

**Subject: September 2020, Environmental Protection Agency Environmental Workforce Development and Job Training Grant Application EPA-OLEM-OBLR-20-03**

Dear Ms. Rowley:

I am writing to express my support for Santa Fe Community College's (SFCC) fiscal year 2021 Environmental Protection Agency Environmental Workforce Development and Job Training (EWDJT) grant application. If funded, Newport News Nuclear BWXT-Los Alamos, LLC (N3B) commits to work closely with SFCC and its project partners to support EWDJT project success.

N3B brings operational discipline, proven approaches, and predictable results to the \$1.459 billion, 10-year Los Alamos Legacy Cleanup Contract at Los Alamos National Laboratory.

N3B is committed to workforce training. For example, a significant portion of our community commitment program is dedicated to establishing non-registered and registered apprenticeship programs to create a skilled technician workforce, with an initial partnership with Northern New Mexico College. The N3B apprentice program is inspired by the profoundly successful Apprentice School in Newport News, Virginia, a flagship program of HII.

N3B is excited to collaborate with SFCC and will strongly consider graduates of the EWDJT program for future employment. We also pledge to serve on the EWDJT Advisory Board and to provide project implementation guidance.

We look forward to providing advisory board candidates to collaborate on meaningful workforce development and job training opportunities in partnership with SFCC and the EWDJT program.

If you have any questions or need additional information, please contact me at (505) 257-7320 (mark.russell@em-la.doe.gov).

Sincerely,

A handwritten signature in black ink that reads 'M. E. Russell'.

Mark Russell  
Training and Apprenticeship Program Manager

DS:mr

**Board of Governors**

Honorable Perry Martinez  
Pueblo de San Ildefonso  
Chairman

Honorable Phillip A. Perez  
Pueblo of Nambe

Honorable J. Michael Chavarria  
Pueblo of Santa Clara

Honorable Edwin Concha  
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 Robert Mora Sr.  
Pueblo of Tesuque

Honorable Ron Lovato  
Ohkay Owingeh

August 27, 2020

Rebecca K. Rowley, Ph.D.  
President of Santa Fe Community College  
6401 Richards Ave.  
Santa Fe, NM 87508

RE: Letter of Support for **EPA-OLEM-OBLR-20-03**

Dear Dr. Rowley,

The Eight Northern Indian Pueblos Council, Inc. (ENIPC, Inc.), Office of Environmental Technical Assistance (OETA), wholeheartedly supports Santa Fe Community College (SFCC) efforts in submitting a grant Environmental Protection Agency (EPA) application proposal for the Fiscal Year (FY) 2021 Environmental Workforce Development and Job Training (EWDJT).

Through EPA Region 6, ENIPC OETA has received funding for several programs within Environment Department, to assist the 22 Pueblos and Tribes in New Mexico and Texas. OETA provides technical support, infrastructure development, and training services relating to environmental protection and health.

OETA has been an integral partner with SFCC. This involved collaboration efforts with previous EPA Workforce Development and Job Training project. For instance, training Native American participants to perform cleanup on tribal lands is a critical indigenous environmental justice issue, which is a concern OETA provides assistance. There has been numerous environmental professional, who have completed the SFCC EWDJT, and are currently working within the Pueblos and tribal communities of Northern New Mexico.

OETA commits to continue participating on the advisory committee, provide outreach to recruit Native American participants, participate on the Employers Panel, and assist with job placement of graduated students to assist with cleanup projects within tribal environmental offices.

If you have any questions regarding OETA's letter of support and commitment to the EWDJT grant, please contact me at [Karmen@enipc.org](mailto:Karmen@enipc.org).

Sincerely,

*Karmen Billey-Badonie*

Karmen Billey-Badonie, Director



**Michelle Lujan Grisham**  
Governor

**Howie C. Morales**  
Lieutenant Governor

**NEW MEXICO  
ENVIRONMENT DEPARTMENT**

Ground Water Quality Bureau

1190 St. Francis Drive / PO Box 5469  
Santa Fe, NM 87502-5469  
Phone (505) 827-2900 Fax (505) 827-2965

[www.env.nm.gov](http://www.env.nm.gov)



**James C. Kenney**  
Cabinet Secretary

**Jennifer J. Pruett**  
Deputy Secretary

September 14, 2020

Rebecca K. Rowley, Ph.D., President  
Santa Fe Community College  
6401 Richards Ave.  
Santa Fe, NM 87508

RE: EPA-OLEM-OBLR-20-03

Dear Dr. Rowley,

I am writing to express my support for Santa Fe Community College's (SFCC) FY20 EPA Environmental Workforce Development and Job Training (EWDJT) grant application. If funded, the New Mexico Brownfields Program commits to working with SFCC and its project partners to support EWDJT project success.

The NM Brownfields Program works with communities to revitalize properties, to address contamination issues and reduce health risks, eliminate blight, create jobs, and revitalize areas by increasing the local tax base and creating a sense of community pride.

The New Mexico Brownfields Program is excited to collaborate with SFCC and the EWDJT program to provide a pathway for recruitment for qualified trainees to participate in the EWDJT training. For these participants, New Mexico Groundwater Bureau commits to helping support job matching and recruitment. We also pledge to work with the EWDJT Advisory Board and to provide project implementation guidance.

We look forward to this opportunity to help recruit the right people for the program and engage them in a meaningful career in partnership with SFCC and the EWDJT program.

Sincerely,

A handwritten signature in black ink that reads "Rebecca Cook".

Rebecca Cook  
Team Leader  
Voluntary Remediation and Brownfields Program  
New Mexico Groundwater Bureau



September 18, 2020

Rebecca K. Rowley, Ph.D  
President  
6401 Richards Ave.  
Santa Fe, NM 87508

RE: EPA-OLEM-OBLR-20-03

Dear Dr. Rowley,

I am writing to express our support for Santa Fe Community College's (SFCC) FY21 EPA Environmental Workforce Development and Job Training (EWDJT) grant application. If funded, Associated General Contractors of New Mexico (AGC NM) commits to work closely with SFCC and its project partners to support EWDJT project success.

AGC NM is a state-wide professional association supporting the construction industry with programs in public policy, workforce development & apprenticeship, and safety excellence. We provide programs to improve the business environment for the construction profession and the communities they serve throughout New Mexico.

AGC NM is excited to collaborate with SFCC and the EWDJT program to provide a pathway for recruitment for our qualified neighbors to participate in the EWDJT training. For these participants, AGC NM commits to providing comprehensive services to address job matching, recruitment and access to our job board for SFCC's EWDJT graduates with our association members. We commit to providing instructors, as available, for job related skills training with our proprietary Supervisory Training Program (STP) curriculum. We also pledge to serve on the EWDJT Advisory Board to provide guidance and assistance in the successful recruitment, training and placement of EWDJT attendees.

Efforts connecting industry to education is made possible by leveraging common connections, introducing industry organizations, and developing strategic partnerships. We look forward to this opportunity to help recruit the right people and engage them in a meaningful career, in partnership with SFCC and the EWDJT program.

Sincerely,

Kelly Roepke-Orth, CEO  
AGC New Mexico

**Associated General  
Contractors**

New Mexico

1615 University Blvd., NE  
Albuquerque • NM • 87102-1791

505•842•1462  
Fax: 505•842•1980

[www.agc-nm.org](http://www.agc-nm.org)

September 16, 2020

Rebecca K. Rowley, Ph.D.  
President  
Santa Fe Community College  
6401 Richards Ave.  
Santa Fe, NM 87508

Dear Dr. Rowley,

Los Alamos Technical Associates (LATA) is strongly committed to supporting Santa Fe Community College's (SFCC) EPA Environmental Workforce Development and Job Training (EWDJT) grant application (RE: EPA-OLEM-OBLR-20-03). If funded, LATA commits to work closely with SFCC and its project partners to support EWDJT project success.

**LATA** is one of the nation's leading small businesses in the field of environmental remediation and demolition services with over \$1.2B in prime contracts completed over the last decade. Since its founding, LATA has earned a strong reputation supporting DOE national laboratories and has also become known for environmental cleanup field services on technically challenging projects.

LATA is excited to collaborate with SFCC and the EWDJT program and commits to the following:

- Provide LATA subject matter experts to review the EWDJT curriculum and to meet with EWDJT trainees to inform them about LATA and its partners career opportunities
- Coordinate with EWDJT staff help place qualified EWDJT graduates into available LATA environmental positions
- Designate a LATA subject matter expert to serve on EWDJT Advisory Board

We have hired several field technicians that were graduates of previous SFCC EPA training programs to work on projects in New Mexico. I, myself, am a graduate of the second cohort of graduates from the SFCC EPA program in 2013. The program was directly responsible for my ability to gain employment with LATA, who I have been with since two months after my graduation from the program. The EWDJT program aligns with our goal to develop a skilled, local workforce, and I am anticipating award of several contracts which would benefit from a larger pool of local resources. If you have any questions about our commitment to this vital program, please contact me at [ncanaris@lata.com](mailto:ncanaris@lata.com).

**Nathan Canaris**

Project Manager – Los Alamos Office Manager  
Los Alamos Technical Associates, Inc.  
6565 America's Parkway NE, Suite 200  
Albuquerque, NM 87110  
Mobile: 505.850.4293  
[ncanaris@lata.com](mailto:ncanaris@lata.com) | [www.lata.com](http://www.lata.com)

MICHELLE LUJAN GRISHAM  
GOVERNOR



BILL McCAMLEY  
SECRETARY

HOWIE MORALES  
LT. GOVERNOR

STATE OF NEW MEXICO  
DEPARTMENT OF WORKFORCE SOLUTIONS  
401 Broadway, NE  
PO Box 1928  
Albuquerque, NM 87103  
(505) 841-8405/ FAX (505) 841-8491

August 24, 2020

Rebecca K. Rowley, Ph.D  
President  
6401 Richards Ave.  
Santa Fe, NM 87508

RE: EPA-OLEM-OBLR-20-03

Dear Dr. Rowley,

This is a letter of support for Santa Fe Community College's (SFCC) EPA Environmental Workforce Development and Job Training (EWDJT) grant application. The New Mexico Department of Workforce Solutions (NMDWS) strives to be a leader in improving employment and poverty rates through workforce development, enhanced services for employers, and ensuring fair labor practices and workforce protections for New Mexicans. NMDWS has statewide oversight of federal workforce development programs for both youth and adults, funded by Wagner-Peyser, the Workforce Innovation and Opportunity Act, and the Veterans Act.

SFCC hosts an NMDWS funded Job Development Career Coach who assists SFCC students with accessing career resources through our New Mexico Workforce Connection Online System. If funded, NMDWS commits to leverage our resources to recruit veterans, dislocated workers, and disconnected youth into the EWDJT training, to co-enroll EWDJT participants into the New Mexico Workforce Connection Online System, and to provide career services to EWDJT participants including resume writing, job search, and internship placement. We also will help connect eligible EWDJT participants to local Title I WIOA service providers who can provide supportive services such as transportation, childcare, and housing assistance. We also pledge to designate a staff member to serve on the EWDJT Advisory Board and to provide project implementation guidance.

We look forward to this opportunity to help recruit and support EWDJT trainees and engage them in meaningful careers, in partnership with SFCC and the EWDJT program.

Sincerely,

A handwritten signature in blue ink that reads "Bill McCamley".

Bill McCamley  
Secretary

AN EQUAL OPPORTUNITY EMPLOYER

**Northern Area Local Workforce Development Board  
ADMINISTRATIVE OFFICE**

525 Camino De Los Marquez, Suite 250 (Physical)  
1000 Cordova Place, PMB 810  
Santa Fe, NM 87505  
(505) 986-0363  
www.northernboard.org



September 9, 2020

Rebecca K. Rowley, Ph.D.  
President  
Santa Fe Community College  
6401 Richards Ave.  
Santa Fe, NM 87508

Dear Dr. Rowley,

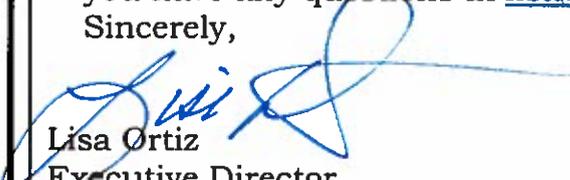
On behalf of the Northern Area Local Workforce Development Board (NALWDB), I am pleased to support Santa Fe Community College's (SFCC) EPA Environmental Workforce Development and Job Training (EWDJT) grant application (EPA-OLEM-OBLR-20-03). The NALWDB serves the northern New Mexico region and includes Santa Fe, Rio Arriba, Los Alamos, San Juan, McKinley, Cibola, Mora, San Miguel, Colfax and Taos counties. We administrate Workforce Innovation and Opportunity Act (WIOA) funds and oversee high-quality services to adults, dislocated workers, and youth.

The NALWDB is pleased to collaborate with SFCC and the EWDJT program to support the following activities:

- Promote the EWDJT program to business and community partners
- Collaborate with our One-Stop Operator, Help NM, to provide the following services to eligible EWDJT participants:
- Co-enroll EWDJT participants in the New Mexico Workforce Connection Online System
- Offer supportive services that may include transportation, childcare, dependent care, housing, and other needs-related payments while participants are attending EWDJT training (as funds are available)
- Provide career services, including basic career services, individualized career services, and follow-up services, as well as job seeker services and wage subsidies for EWDJT graduates (as funds are available)
- Serve on the EWDJT Advisory Board

We look forward to supporting this critical job training program. Please contact me if you have any questions at [lisa@nalwdb.org](mailto:lisa@nalwdb.org).

Sincerely,



Lisa Ortiz  
Executive Director  
Northern Area Local Workforce Development Board



September 21, 2020

Rebecca K. Rowley, Ph.D.  
President  
Santa Fe Community College  
6401 Richards Ave.  
Santa Fe, NM 87508

RE: EWDJT Grant Application (EPA-OLEM-OBLR-20-03)

Dear Dr. Rowley,

On behalf of HELP New Mexico, Inc., I am pleased to support Santa Fe Community College in its EPA Environmental Workforce Development and Job Training (EWDJT) grant application.

HELP New Mexico, Inc. (HELPMNM), through our Office of Economic Empowerment (OEE), provides services to individuals and families, youth, veterans, migrant, and seasonal farmworkers, and seniors. We offer an individualized array of supportive services and emergency assistance, so families will have their needs met while education and/or job training is ongoing. We are the Title I Workforce Investment and Opportunity Act (WIOA) service provider for the Northern Area Local Workforce Board (NALWB) as well as a YouthBuild grantee.

HELPMNM commits to providing the following to eligible EWDJT participants defined under WIOA Title I section 3(24):

- Promote the EWDJT to HELPMNM clients and YouthBuild participants and host recruitment events at HELPMNM locations;
- Co-enroll EWDJT participants in the New Mexico Workforce Connection Online System;
- Offer supportive services that may include transportation, childcare, dependent care, housing, and other needs-related payments while participants are attending EWDJT training (as funds are available);
- Provide career services, including basic career services, individualized career services, and follow-up services, as well as job seeker services and wage subsidizes for EWDJT graduates (as funds are available); and,
- Serve on the EWDJT Advisory Board.

In addition to WIOA Services, we will also fund eligible clients with support from our Community Service Block Grant funding. We look forward to this opportunity to engage with SFCC and the EWDJT program to recruit and support EWDJT trainees and place them into local environmental careers.

Sincerely,

Roger Gonzales, M.Ed.  
*President*



1000 Cordova Place #415 Santa Fe, NM 87505 (505) 989-1855 [santafeyouthworks.org](http://santafeyouthworks.org)

September 9, 2020

Rebecca K. Rowley, Ph.D.  
President  
Santa Fe Community College  
6401 Richards Ave.  
Santa Fe, NM 87508

RE: EPA-OLEM-OBLR-20-03

Dear Dr. Rowley,

I am writing to express my support for Santa Fe Community College's (SFCC) EPA Environmental Workforce Development and Job Training (EWDJT) grant application. If funded, YouthWorks commits to work closely with SFCC and its project partners to advance EWDJT project success.

YouthWorks has been leading the way in youth re-engagement since 2001. Each year, we offer approximately 1,200 young people of diverse cultural and ethnic backgrounds from across Northern New Mexico a friendly face and undivided attention to help them navigate the world around them. Of the 1,200 clients that come through our doors each year we assist 250+ in job placement. We combine non-traditional educational attainment with employability skills training, including mentoring and leadership development. We partner with many local nonprofits and business leaders to provide wrap-around supports for every young person who enters our doorway. YouthWorks also hosts a Department of Labor YouthBuild project and includes construction and construction plus programs.

YouthWorks is excited to collaborate with SFCC and the EWDJT program to provide a pathway for our participants to enroll in the EWDJT program. YouthWorks will assist in recruitment of students who have successfully completed the YouthBuild program, who are ready to begin their career path, to apply for the EWDJT program. The Workforce Development Director will send the program manager contacts of prospective employers in the environmental field. At the end of the EWDJT, YouthWorks will assist the YouthWorks students who successfully complete the EWDJT program in searching for and obtaining employment in northern New Mexico. During the 5-week program, YouthWorks is committed to connecting the YouthWorks program participants with wrap-around support services, such as resources related to: transportation, housing, counseling, and career services. We also pledge to serve on the EWDJT Advisory Board and to provide project implementation guidance.

We look forward to this opportunity to help recruit and support our young people and engage them in meaningful careers, in partnership with SFCC and the EWDJT program.

Sincerely,

A handwritten signature in black ink, appearing to read 'Melynn Schuyler', with a long horizontal flourish extending to the right.

Melynn Schuyler, Executive Director  
Santa Fe YouthWorks

Office of the President

# NORTHERN New Mexico College



August 25, 2020

Rebecca K. Rowley, Ph.D.  
President  
Santa Fe Community College  
6401 Richards Ave.  
Santa Fe, NM 87508

Dear President Rowley,

I am writing to express my enthusiastic support for Santa Fe Community College's (SFCC) EPA Environmental Workforce Development and Job Training (EWDJT) grant application. If funded, Northern New Mexico College (NNMC) commits to work closely with SFCC and its project partners to recruit Española Valley participants, to provide instructional space for one of the three training cohorts, and to help place participants into further education and employment.

NNMC's apprenticeship program in partnership with Los Alamos National Laboratory and the environmental remediation company Newport News Nuclear BWXT – Los Alamos (N3B) trains radiological control technicians and nuclear-trained operators. Our program provides a pathway for EWDJT participants to follow after completing EWDJT training.

NNMC is excited to collaborate with SFCC and the EWDJT program to provide this essential training to northern New Mexico residents. Thank you for including our institution and our community in this wonderful opportunity.

Sincerely,

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

Northern New Mexico College

September 18, 2020

Ms. Rita Ware  
EPA Region 6  
1201 Elm Street, Suite 500  
Dallas, TX 75270

Dear Ms. Ware:

I am writing to express my support for Santa Fe Community College's (SFCC) EPA Environmental Workforce Development and Job Training (EWDJT) grant application. If funded, SFCC commits to provide leveraged resources to ensure the success of the program. This includes working closely with our project partners to recruit participants, to provide instructional space for two of the three training cohorts, and to help place participants into further education and employment.

Specifically, SFCC commits as the fiscal agent to waive the majority of its indirect cost rate of 45.8% and will provide instructional space, 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 and public relations department 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. This is an estimated \$110,713 in SFCC leveraged resources.

SFCC has a robust network of support and resources to both recruit participants and to ensure graduates find environmental jobs. SFCC's Veterans Resource Center, SFCC Career Center, and Adult Education Programs are experienced resources that the College will deploy in support of this grant. 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. 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 Continuing 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 thousands of workers.

If you have any questions about SFCC's commitment to this vital program, please contact me at [becky.rowley@sfcc.edu](mailto:becky.rowley@sfcc.edu).



Becky Rowley, Ph.D.  
President

Application for Federal Assistance SF-424		
* 1. Type of Submission: <input type="checkbox"/> Preapplication <input checked="" type="checkbox"/> Application <input type="checkbox"/> Changed/Corrected Application	* 2. Type of Application: <input checked="" type="checkbox"/> New <input type="checkbox"/> Continuation <input type="checkbox"/> Revision	* If Revision, select appropriate letter(s): <input type="text"/> * Other (Specify): <input type="text"/>
* 3. Date Received: <input type="text" value="09/22/2020"/>	4. Applicant Identifier: <input type="text" value="Santa Fe Community College"/>	
5a. Federal Entity Identifier: <input type="text"/>	5b. Federal Award Identifier: <input type="text"/>	
<b>State Use Only:</b>		
6. Date Received by State: <input type="text"/>	7. State Application Identifier: <input type="text"/>	
<b>8. APPLICANT INFORMATION:</b>		
* a. Legal Name: <input type="text" value="Santa Fe Community College"/>		
* b. Employer/Taxpayer Identification Number (EIN/TIN): <input type="text" value="REDACTED"/>	* c. Organizational DUNS: <input type="text" value="1066107930000"/>	
<b>d. Address:</b>		
* Street1:	<input type="text" value="6401 Richards Ave."/>	
Street2:	<input type="text"/>	
* City:	<input type="text" value="Santa Fe"/>	
County/Parish:	<input type="text" value="Santa Fe County"/>	
* State:	<input type="text" value="NM: New Mexico"/>	
Province:	<input type="text"/>	
* Country:	<input type="text" value="USA: UNITED STATES"/>	
* Zip / Postal Code:	<input type="text" value="87508-4887"/>	
<b>e. Organizational Unit:</b>		
Department Name: <input type="text"/>	Division Name: <input type="text"/>	
<b>f. Name and contact information of person to be contacted on matters involving this application:</b>		
Prefix: <input type="text"/>	* First Name:	<input type="text" value="Kerley"/>
Middle Name: <input type="text"/>		
* Last Name:	<input type="text" value="Janet"/>	
Suffix: <input type="text"/>		
Title:	<input type="text" value="Project Manager"/>	
Organizational Affiliation: <input type="text"/>		
* Telephone Number: <input type="text" value="(505) 800-8765"/>	Fax Number: <input type="text"/>	
* Email:	<input type="text" value="janet.kerley@sfcc.edu"/>	

**Application for Federal Assistance SF-424**

**\* 9. Type of Applicant 1: Select Applicant Type:**

H: Public/State Controlled Institution of Higher Education

Type of Applicant 2: Select Applicant Type:

S: Hispanic-serving Institution

Type of Applicant 3: Select Applicant Type:

\* Other (specify):

**\* 10. Name of Federal Agency:**

Environmental Protection Agency

**11. Catalog of Federal Domestic Assistance Number:**

66.815

CFDA Title:

Environmental Workforce Development and Job Training Cooperative Agreements

**\* 12. Funding Opportunity Number:**

EPA-OLEM-OBLR-20-03

\* Title:

FY21 ENVIRONMENTAL WORKFORCE DEVELOPMENT AND JOB TRAINING (EWDJT) GRANTS

**13. Competition Identification Number:**

Title:

**14. Areas Affected by Project (Cities, Counties, States, etc.):**

Add Attachment

Delete Attachment

View Attachment

**\* 15. Descriptive Title of Applicant's Project:**

FY21 Northern New Mexico Environmental Workforce Development and Job Training Project

Attach supporting documents as specified in agency instructions.

Add Attachments

Delete Attachments

View Attachments

**Application for Federal Assistance SF-424**

**16. Congressional Districts Of:**

\* a. Applicant

\* b. Program/Project

Attach an additional list of Program/Project Congressional Districts if needed.

Add Attachment

Delete Attachment

View Attachment

**17. Proposed Project:**

\* a. Start Date:

\* b. End Date:

**18. Estimated Funding (\$):**

* a. Federal	<input type="text" value="200,000.00"/>
* b. Applicant	<input type="text" value="0.00"/>
* c. State	<input type="text" value="0.00"/>
* d. Local	<input type="text" value="0.00"/>
* e. Other	<input type="text" value="0.00"/>
* f. Program Income	<input type="text" value="0.00"/>
* g. TOTAL	<input type="text" value="200,000.00"/>

**\* 19. Is Application Subject to Review By State Under Executive Order 12372 Process?**

a. This application was made available to the State under the Executive Order 12372 Process for review on

b. Program is subject to E.O. 12372 but has not been selected by the State for review.

c. Program is not covered by E.O. 12372.

**\* 20. Is the Applicant Delinquent On Any Federal Debt? (If "Yes," provide explanation in attachment.)**

Yes  No

If "Yes", provide explanation and attach

Add Attachment

Delete Attachment

View Attachment

**21. \*By signing this application, I certify (1) to the statements contained in the list of certifications\*\* and (2) that the statements herein are true, complete and accurate to the best of my knowledge. I also provide the required assurances\*\* and agree to comply with any resulting terms if I accept an award. I am aware that any false, fictitious, or fraudulent statements or claims may subject me to criminal, civil, or administrative penalties. (U.S. Code, Title 218, Section 1001)**

\*\* I AGREE

\*\* The list of certifications and assurances, or an internet site where you may obtain this list, is contained in the announcement or agency specific instructions.

**Authorized Representative:**

Prefix:  \* First Name:

Middle Name:

\* Last Name:

Suffix:

\* Title:

\* Telephone Number:  Fax Number:

\* Email:

\* Signature of Authorized Representative:  \* Date Signed: