



(20)-JT-08-R02

June 10, 2019

Schenine Mitchell  
Regional Job Training Coordinator  
United States Environmental Protection Agency Region 2  
290 Broadway, 18<sup>th</sup> Floor  
New York, NY 10007

RE: FY20 Environmental Workforce Development and Job Training (EWDJT) Grant Proposal  
EPA-OLEM-OBLR-19-01

Dear Ms. Mitchell:

I am very pleased to submit the City of Rochester's proposal for a FY2020 Environmental Workforce Development and Job Training (EWDJT) grant in the amount of \$200,000. The City and its program partners are providing combined in-kind services that match the grant amount. Our proposed program will again be managed by Paul McFadden, the City's Manager of Workforce Development, with direct support from the City's job training/workforce development and environmental staff. Paul established and directed the first EWDJT grant funded program, the Rochester Environmental Job (REJob) Training Program. The exceptional success we experienced with REJob graduating 100% of our participants and placing all 75 of them in jobs during the EWDJT grant period has laid the foundation for this grant proposal. We understood the importance of providing direct and active support to students during the rigorous nine week training program to ensure that they graduate and as a result all of the students accepted into the program went on to graduate. This EWDJT proposal for funding will allow us to offer "**REJob 2.0**" which will include key employment-oriented enhancements over the initial program.

Rochester is fortunate to have a long and successful partnership with the EPA's brownfield program dating back to 1995. EPA's assessment, cleanup, RLF, area-wide planning, and EWDJT grants have been instrumental in helping our City address a wide range of brownfield problems. Many of our most disadvantaged residents live in our proposed Target Area with a legacy of environmental impairments, including more than 408 confirmed brownfields that inhibit investment and economic opportunities. We will focus on those areas of the City by helping the residents gain employment associated with brownfield cleanup and redevelopment. In REJob 2.0 we will once again target dislocated workers, underemployed and unemployed individuals including low-income and minority residents, veterans, and those with little or no advanced education.

A. Applicant Identification

City of Rochester, New York  
30 Church Street  
Rochester, New York 14604  
DUNS Number 00-246-5805

B. Responses to the Threshold Criteria:

a) The City of Rochester is an incorporated general purpose unit of local government in New York State.



b) There are no other federally funded environmental or green job training programs targeting residents of the EWDJT Target Area identified in this proposal, including the EPA's Super JTI; CFDA 66.604; DFDA 66.309, NEIHS Hazardous Waste Worker Training, or DOL grants for environmental or energy related training. *The City is not the recipient of funding from any of these programs.*

c) Required 29 CFR1910.120 40 hour HAZWOPER Training is included in the proposed program and all trainees will be required to complete the HAZWOPER training. See page 4 in the Narrative Proposal.

d) Federal Funds Requested: \$200,000

e) The Training Curriculum indicating the Cost of Each Course is on page 5 in the Narrative Proposal.

f) The proposed EWDJT Target Area is comprised of four Brownfield Opportunity Areas under the NYS Department of State Brownfield Opportunity Area Program (South Genesee River Vacuum Oil, Lyell Lake State Street (LYLAKS), 14621, and Bulls Head BOAs) located in the City as well as the City's designated Pathways to Prosperity Pilot District (PPPD). The EWDJT grant Target Area covers 3,439 acres and includes the poorest areas in the City and over 408 confirmed brownfield properties.

g) Submission of Proposals – This proposal is being submitted through [www.grants.gov](http://www.grants.gov) on or before the June 10, 2019 11:59 PM deadline.

C. Grant Type: Environmental Workforce Development and Job Training

D. Location: City of Rochester, New York

E. Contacts:

a) Project Director: Paul McFadden, Manager of Workforce Development, Ph: 585-428-7503 Fax: 585-254-4094 email: [Paul.McFadden@CityofRochester.Gov](mailto:Paul.McFadden@CityofRochester.Gov) Bureau of Employment Skills Training, Bausch and Lomb Public Library Building, 115 South Avenue, Rochester, New York 14604.

b) Chief Executive/Highest Ranking Official: Mayor Lovely A. Warren, Ph: 585-428-7045, Fax: 585-428-6059, email: [Lovely.Warren@CityofRochester.Gov](mailto:Lovely.Warren@CityofRochester.Gov) Room 307A, 30 Church Street, Rochester, New York 14614

F. Date Submitted: (On or before) June 10, 2019 via grants.gov

G. Project Period: Three years from grant contract execution (Training in years one and two)

H. Population: City of Rochester: 209,975 Target Area: 52,117

I. Training: The City proposes to offer the technical training indicated in the following table and as described in Section 2 of the Narrative Proposal. The following table includes training that would be funded by EPA EWDJT grant funds only. Resources for other training such as Remedial Education and Commercial Driver's License classes are being provided by the City or its program partners and are described in Section 2 of the Narrative Proposal (in accordance Section IV.C.3 requirements).

Course Name	Level of Training	# of Hours
Environmental Awareness and Sustainability	Awareness	16
Environmental Sampling Techniques	Intermediate	16
Brownfields Overview and Process	Awareness	16

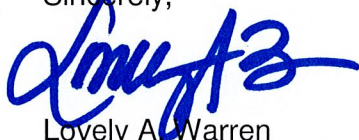


OSHA Hazardous Waste Operator & Emergency Response (HAZWOPER) 40 Hour	advanced	40
Asbestos Handler/Worker Certification	advanced	32
OSHA 10 Hour Construction Site Safety	advanced	10
OSHA Permit Required Confined Space	advanced	16
Lead Abatement Worker	advanced	16
Mold Abatement Worker	advanced	16
Asbestos Project Monitor Certification	advanced	40
Lead Supervisor/Contractor Certification	advanced	32

This proposal conforms to the requirements of EPA-OLEM-OBLR-19-01 and specifically to Section IV of the Request for Proposal.

Thank you for your consideration of this proposal. If you require any additional information or clarifications regarding our proposal please contact the Project Director, Paul McFadden at [Paul.McFadden@CityofRochester.Gov](mailto:Paul.McFadden@CityofRochester.Gov) or 585-428-7503.

Sincerely,



Lovely A. Warren  
Mayor

## 1. Community Need

### A. Community Description

The City of Rochester, New York is a mid-sized city of approximately 209,975 people, located in west-central New York, about 60 miles east of Buffalo. Once dominated by a small number of major manufacturing companies such as Eastman Kodak, Bausch and Lomb, Xerox, and General Motors/Delphi, Rochester has experienced massive industrial sector job losses and continues to experience commercial/manufacturing facility contractions and closings. The 2011-2013 bankruptcy of Kodak, which has cut jobs in Rochester from about 65,000 at its peak to less than 2,500 people in 2017 and the layoffs of 500 Bausch and Lomb employees after it was acquired in 2013 contribute to the uncertain economic future in the City. Over 400 acres of the former Kodak facilities are located within the City. Rochester's built environment supported a population of over 330,000 in the 1950's versus its current population of 209,975. *In 2017, the Rochester Area Community Foundation calculated that the City of Rochester is the 5<sup>th</sup> poorest among the 75 largest cities in the US. The City Office of Management and Budget projects that the City's budget gap will grow to \$64.9 million by fiscal year 2024.*

The targeted area for this grant proposal includes four New York State Dept. of State (NYSDOS) Brownfield Opportunity Area (BOA) neighborhoods: South Genesee River Vacuum Oil BOA, Lyell Lake State Street (LYLAKE) BOA, 14621 BOA and the Bulls Head BOA. In addition, the City's EWDJT Target Area includes an area designated as the Rochester Monroe Anti-Poverty Initiative Pathways to Prosperity Pilot (PPP) District. These areas collectively are referred to in this proposal as the 'EWDJT Target Area'. The EWDJT Target Area covers 3,439 acres and represents the poorest areas in the City of Rochester as well as the neighborhoods most affected by brownfield properties. *There is also significant overlap between the proposed EWDJT Target Area and the federal Opportunity Zones in the City of Rochester with nine designated Opportunity Zone census tracts located within the EWDJT Target Area.*

Demographic Criteria	EWDJT Target Area							
	Vacuum Oil BOA	LYLAKE BOA	Bulls Head BOA	14621 BOA	PPP District	City	New York State	United States
Total Population <sup>1</sup>	1,923	6,737	1,898	21,116	20,443	209,975	20,070,143	330,088,686
Unemployment Rate <sup>1</sup>	24.0%	21.6%	19.3%	18.3%	13.7%	10.3%	5.3%	4.8%
Poverty Rate <sup>2</sup>	49.9%	56.1%	46.3%	46.0%	42.8%	32.8%	15.5%	15.1%
Child Poverty Rate <sup>2</sup>	70.4%	73.8%	66.4%	65.4%	56.8%	50.5%	21.9%	21.2%
Minority Population <sup>1</sup> (100% less White Non-Hispanic %)	91.0%	71.9%	88.0%	84.7%	81.2%	58.0%	32.1%	26.2%
Owner Occupied Housing Units <sup>1</sup>	19.1%	18.6%	20.2%	28.1%	32.0%	33.9%	52.2%	63.1%
Median Household Income <sup>1</sup>	\$17,456	\$15,742	\$17,415	\$22,328	\$26,855	\$31,813	\$63,751	\$58,100
Median Home Value <sup>1</sup>	\$72,845	\$33,213	\$65,333	\$47,937	\$71,973	\$85,648	\$322,649	\$218,492

<sup>1</sup>2018 Figure from ESRI Business Analyst, <sup>2</sup>2012-16 ACS are from Census American Community Survey 5-Year Estimates for 2016

Both the unemployment rate and poverty rate within the City of Rochester are well above the state and national rates. Within the REJob 2.0 EWDJT Target Area the unemployment rate and poverty rate are 3 to 5 times the state and national rates. Median household income in the City is half the statewide figure and the median home values in the City are 25% of the state median value. ***However conditions within the REJob 2.0 Target Area are even worse: median household incomes are just 25% to 42% of the state median and median home values only 15% and 27% of the NYS median value.*** Overall the City's childhood poverty rate has dramatically increased from 37.5% in 2000 to 50.5% in 2017 among the highest in the state and nation. ***Within the Target Area childhood poverty rates are staggering: ranging from 56.8% in the PPP District to 73.8% in***

**the LYLAKS BOA.** Rochester also has some of the oldest housing stock in poorest condition in New York, with 86% built before 1970. The number of vacant properties in Rochester has risen approximately 50% in the last five years to more than 3,000, and the City's Real Estate Division reports that brownfields and vacant properties depress nearby property values by 15% and have choked-off investment. This contributes directly to a lack of jobs and opportunities for residents in these affected neighborhoods.

**At least 408 confirmed brownfield properties fall within the Target Area.** Although progress is being made publicly available phase 1 and phase 2 site assessments and reports are available for less than 10% of these properties. Each of the BOA's and the PPP District is characterized by a high concentration of brownfields adjacent to or within poor residential areas with high unemployment rates. Predominant prior land uses of concern include dry cleaners, gas stations, small manufacturing facilities as well as a number of larger strategic sites including: the former Standard Oil Company of New York Oil refinery (Vacuum Oil BOA); a GM/Delco plant site and a coal gasification site (LYLAKS BOA); the former Kodak Hawkeye manufacturing facility and 24 Seneca manufacturing site (14621 BOA); and the former United Cleaners dry cleaner site and adjacent underutilized Bull's Head Plaza (Bull's Head BOA). City brownfields have typically been found to contain heavy metals such as lead, chromium and silver; petroleum products and derivatives; solvents such as tetra- and trichloroethylene (PCE & TCE); polycyclic aromatic hydrocarbons (PAH); and many others.

Several environmental justice concerns exist within the EWDJT Target Area. Land use inventory and analysis has determined that there is a disproportionately low availability of parkland and recreational areas. Similarly a City analysis of the location of full service groceries has revealed that the EWDJT Target Area is characterized by the presence of food deserts and inadequate availability of fresh food. According to the University of Rochester Medical Center the EWDJT neighborhoods are especially at risk for chronic diseases that disproportionately affect children, such as asthma and lead poisoning. According to the African American Health Task Force, "the hospitalization rate for asthma in Monroe County is still more than 3x greater among African Americans than among the non-African American population." Prior to Rochester's 2005 lead law in the city over 1,000 children were lead poisoned each year, with lead poisoning rates in some neighborhoods exceeding 35%. Rates of lead poisoning have decreased since the enactment of the law but are still a significant concern. Blood testing results show that minority and low-income children living in rental housing remain most likely to have elevated blood lead levels. *Children's asthma hospitalization rates for the EWDJT Target Area are among the highest in Monroe County with the highest total asthma hospitalization rate for the 14621 BOA neighborhood approximately 2.7 times the statewide rate.*

Based on the environmental, physical, public health and social conditions of the Target Area the proposed EWDJT program will specifically target veterans, dislocated workers; severely underemployed individuals; and unemployed individuals including low-income and minority residents, and those with little or no advanced education.

## **B. Labor Market Demand**

The City has completed both research into published occupational forecasts and employer survey approaches toward evaluating the labor market demand for positions that are available for graduates with environmental and safety credentials and certifications provided through EWDJT programs. These efforts began prior to its initial EPA EWDJT grant and have continued to this day in order to optimize the REJob and likelihood of graduate job placement.

**Initial Labor Market Analysis:** In 2014-15, prior to its initial EWDJT grant, the City spent considerable time and resources exploring how a EWDJT program could help residents of Rochester's many brownfield-impacted neighborhoods. This initial labor market assessment was completed through 1) an examination of published governmental occupational data which indicated favorable projects for job growth in labor classifications that typically would be available to EWDJT grant supported training program graduates; and 2) through a comprehensive Employer Survey. The first level analysis of labor statistics and projections indicated "favorable to very favorable" job growth outlook through 2022 for Hazardous Materials Removal Workers Standard Occupational Classifications (SOC) 47-4041 and Environmental Science and Protection Technicians (SOC 19-4091) in the Rochester area with annual salaries of approximately \$40,000. The City also conducted an employer survey that included questions about the number of entry-level employees hired per year; minimum education requirements, skill sets most needed for entry-level job applicants and what their level of participation would be in the City's EWDJT program. Survey respondents fell into one of three categories: 1)

engineering/environmental consultants; 2) environmental construction/utility service/drilling companies; or 3) City departments. Eighteen companies/organizations responded including the City Environmental Services Department. Employers reported 45-70 annual job openings for remediation workers and environmental technicians and a high level of interest in being directly involved in the City's EWDJT program. Based on the original survey it was projected that there would be at least 45 - 70 entry-level positions among environmental contractors and consultants in Rochester in 2016-18.

**Actual Training & Job Placement Experience** (During the first EWDJT grant program): *The City's initial EWDJT grant funded program, referred to as the Rochester Environmental Job (REJob) Training Program, was highly successful with all 75 students graduating the program and all graduates placed into full time employment during the period of 2017 to 2019. As expected, hiring employers included environmental remediation contractors and asbestos abatement companies, environmental consultants, and the City Department of Environmental Services. The successful job placement of all 75 graduates of the REJob Training Program confirmed the City's initial labor demand projections and is very consistent with the initial Employer Survey results received prior to the City's first EWDJT grant proposal.*

**Updated Labor Market Analysis for proposed REJob 2.0 grant period (2019-2022):** In the course of preparing for this proposal for REJob 2.0 both the examination of governmental job growth and wage projections and the employer survey have been updated. In addition through the City's initial EWDJT grant program, the City has developed an in-depth understanding of the local labor market, those employers that actually hired EWDJT program graduates, and the training and certifications that are needed by the specific employers for actual positions that will become available. Provided below are updated employment projections for the two SOC's that previous outreach and three years of experience with the REJob training program suggested should again be a major focus of the EWDJT program: Hazardous Materials Removal Workers (SOC 47-4041) and Environmental Science and Protection Technicians (SOC 19-4091).

Category	Haz. Materials Removal Workers			Env. Science and Protection Technicians		
	U.S. (1)	New York State (2)	Rochester/ Finger Lakes Region (3)	U.S.	New York State	Rochester/ Finger Lakes Region (4)
2017 Annual Mean Wage	\$42,730	\$64,480	<b>\$39,290</b>	\$45,910	\$50,540	<b>\$40,080</b>
Projected Employment Change 2016-2026 (NYS 2014-24)	+7.0%	+ 18.4%	<b>+ 19.4%</b>	+ 9.0%	+ 22%	<b>+ 18.8%</b>
Job Growth Outlook	As Fast As Average	Very Favorable	<b>Very Favorable</b>	Faster Than Average	Very Favorable	<b>Very Favorable</b>

(1) U.S. figures taken from U.S. Department of Labor, Bureau of Labor Statistics at <http://www.bls.gov/oes/home.htm> on 3/20/2019. All other figures taken from New York State Department of Labor Employment Projections at <http://www.labor.ny.gov/stats/lproj.shtm>.

(2) New York State wage rates are influenced heavily by rates for the New York City area that are usually higher than those in 'upstate' communities such as Rochester. (3) The City of Rochester falls within the New York State designated 'Finger Lakes Region'. (4) Composite averages provided are for Western NY and Southern Tier Region – both within geographies served by Rochester's REJob Environmental Employers.

These governmental data for both job classifications indicate very favorable job growth in employment and stable, relatively high annual wages within the Rochester area. These data clearly support the City's EWDJT proposal for the next phase of the REJob Training Program which we will refer to as REJob 2.0 in the remainder of this proposal.

**2019 Employer Survey and Projections:** A 2019 survey by the REJob Program Director of Rochester area environmental employers that have hired past REJob graduates or have expressed an interest in hiring future REJob 2.0 graduates indicates that realistic employment opportunities exist for 60 or more qualified Hazardous Materials Removal Workers and Environmental Science and Protection Technicians individuals in the Rochester job market over the next three years. The employer survey results are once again consistent with the

Rochester area employment projections for Hazardous Materials Removal Workers (SOC 47-4041) and Environmental Science and Protection Technicians (SOC 19-4091) previously discussed.

**2019 Employer Survey Results and Projections:**

Type of Company/Organization	# of Respondents	Total Entry Level Hires over grant period	Minimum Education for Entry Level Hires
Environmental Remediation/Construction/Utility Companies	15	60 - 75	H.S./GED
Engineering/Environmental Consulting	4	8 - 12	HS/GED w/certification for Asbestos Project Monitor/Sampler (Otherwise Associates/Bachelor Degree)
City of Rochester Dept. of Environmental Services*	4	70	H.S./GED/None

\* The DES hires up to 70 seasonal employees per year who receive On the Job Training (OJT) in recycling, equipment usage, work site safety, traffic control, etc. and the opportunity for permanent positions. The DES will again be a source of student referrals to the REJob 2.0 program and a prime means for REJob 2.0 graduates to obtain further OJT.

**The REJob 2.0 training program curriculum was modified based on feedback from employers and experience from the first EWDJT program.** In particular, advanced courses and certifications were organized to meet participating employers' specific for the individuals that received job offers. For example, some students that received job offers before graduating were offered specific advanced training, such as asbestos project monitor certification, that was a condition of employment. The proposed REJob 2.0 training sequence has been structured to allow job-specific training and certification to occur during the last week of the program.

Based on the updated labor market analysis, employer survey, and building on the impressive retention, graduation, and placement results during the first EWDJT grant program the City proposes to offer REJob 2.0 which will include a refined, comprehensive curriculum that will again provide baseline academic skills, environmental certifications, and life skills training that will enable 30 annual graduates to be successful as Hazardous Material Removal Workers or Environmental Technicians in the Brownfields Hazardous Waste field. Based on past experience placing graduates and projected local employer hiring needs we anticipate that approximately two-thirds of our graduates will enter the field as hazardous materials removal workers and the other third as environmental technicians.

**2. Training Program Description**

The City's proposed EWDJT program, REJob 2.0, builds on the success of its first EWDJT grant funded program which was called the Rochester Environmental Job (REJob) Training Program. The proposed program builds on the success of the first REJob program and numerous brownfield cleanup efforts both within the Target Area and the region. In the Target Area these efforts include projects supported by EPA Brownfield Assessment and Clean-up Grants. REJob 2.0 will continue the synergy of EPA grant funded brownfield assessment and cleanup and high quality environmental training to disadvantaged residents in our brownfield-impacted neighborhoods. REJob 2.0 includes improvements that were identified during the City's successful first EWDJT grant. *All students will receive the same core curriculum including OSHA 40 Hour HAZWOPER training.* In addition as employers hire REJob 2.0 students, the employers will identify specific advanced training and certifications needed for the new hire's job duties. The advanced training is expected to include asbestos project monitor certification and lead supervisor/contractor certification. Other advanced training options that will be explored based on employer survey suggestions include Computer skills, OSHA 30 hour, Radon, Silica, and construction inspection. For budgeting purposes we have estimated all students will receive at least one advanced training or certification course.

Just as the first EWDJT grant program, REJob 2.0 will be an employment focused, multi-partner effort designed to lead to sustainable long-term environmental employment and to make sure affected residents share in the economic benefits derived from brownfields redevelopment. *REJob 2.0 will specifically target veterans, dislocated workers; severely underemployed individuals; and unemployed individuals including low-income and minority residents, and those with little or no advanced education.* The following table provides a detailed breakdown of the proposed training program.

Once again the content of the training has been designed based on substantial input of environmental employers canvassed through the original employment survey, the Environmental Workforce Advisory Council (EWAC), and on-going consultation with local and regional employers that have actively recruited REJob graduates. Key components we are offering through City funded or project partner financial support - such as remedial education in math and reading/writing and Commercial Driver's License Level B training - are discussed in Section 6.

### Training Curriculum Table

Course Name	Training Level	Type of Certification	# of Hours	Start Date- End Date	# Times Offered	Training Provider	Cost of Course	% of Grant Budget
Environmental Awareness & Sustainability	awareness	N/A	16	See Milestone Schedule	2x	TBD contract	\$7,500	3.75%
Environmental Sampling Techniques	intermediate	N/A	16		2x	TBD contract	\$7,500	3.75%
Brownfields from Discovery to Reuse	awareness	N/A	16		2x	TBD contract	\$7,500	3.75%
OSHA HAZWOPER	advanced	OSHA HAZWOPER	40		4x	TBD contract	\$26,500	13.25%
Asbestos Handler/ Worker Certification	advanced	NYS Asbestos Handler Certificate	32		4x	TBD contract	\$20,300	10.15%
OSHA 10-hr. Construction Site Safety	advanced	OSHA 10-hr. Construction Site Safety	10		4x	TBD contract	\$10,500	5.25%
OSHA Permit Required Confined Space	advanced	OSHA Permit Required Confined Space	16		4x	TBD contract	\$10,500	5.25%
Lead Abatement Worker	advanced	EPA Lead Abatement Worker	16		4x	TBD contract	\$18,000	9%
Mold Abatement Worker	advanced	NYS Mold Abatement Worker License	16		4x	TBD contract	\$19,500	9.75%
Asbestos Project Monitor Certification	advanced	Asbestos Project Monitor Certification	40		2x*	TBD contract	\$18,000	9%
Lead Supervisor/ Contractor Certification	advanced	EPA/HUD Lead Supervisor/Contractor Certification	32		2x*	TBD contract	\$15,000	7.5%
<b>Total</b>			<b>250</b>				<b>\$160,800</b>	<b>80.4%</b>

\* Courses that will be offered during the last week of the program are based on specific employer requirements for hired/placed graduates each year.

REJob 2.0 will be carried out annually for two years, and will consist of 30 students (2 cohorts of 15 students) each year, resulting in attainment of the City's goal of 60 students trained in two years. Our program design allows all students to receive a comprehensive curriculum designed by the City with the active input of employers and industry professionals.



*All REJob 2.0 students will begin the class in Week 1* by attending a one-day Orientation followed by the five-day Life Skills and Social Skills (LSSS) training program organized and run monthly by the City's Bureau of Employment Skills Training. The LSSS Training curriculum is a 10-lesson skills program designed to help inexperienced workers adjust to the unfamiliar expectations of the workplace and also develop the people skills and personal insights needed to transition into the life of work. The LSSS Training program is a classroom-based cognitive-behavioral instruction designed to help workers succeed in today's workplace. The curriculum helps participants: (1) Understand how their personal beliefs, especially attitudes toward authority, may create problems in the workplace, and (2) Improve interpersonal skills such as anger management and problem solving to improve work readiness. In addition, the LSSS training curriculum includes modules on advocacy, networking, credit counseling, team building, health and wellness, values, goal setting, and dressing for success.

*In Week's 2 through 4 students* will be divided into two cohorts of 15 based primarily on student performance on the Test for Adult Basic Education (TABE). Those that are in need of improving basic math and English skills (cohort A) before receiving the required Environmental & Safety Training Classes will go through a remedial Math and Reading/Writing Skills taught by the Monroe #2 Board of Cooperative Educational Services (BOCES).

Concurrently the higher scoring cohort (cohort B) will go through the required Environmental and Safety classes to be able to work on brownfields, hazardous waste sites, and regulated building material abatement projects and will be able to be certified in all of the areas included in the Table above (e.g. HAZWOPER; Asbestos, Lead & Mold Abatement, etc.). These certifications are highly sought after by Environmental Employers in Rochester as evidenced through the employer survey and through the experience of the City's own environmental professionals.

*During Week 5* both cohorts will come together to attend environmental foundation classes including: "Environmental Awareness" in which sources of air, water and terrestrial pollution will be identified and global trends such as those in world population, industrialization, atmospheric and terrestrial change will be discussed; "Environmental Sampling Techniques" in which field exercises and demonstrations will be used to provide students with their first hands-on experience with soil, groundwater, surface water, sediments and air sampling techniques, equipment and record keeping; and "Brownfields from Discovery to Reuse" during which students will gain an understanding of regulatory process and programs that impact the assessment, remediation and reuse of Brownfield properties. This course will involve class and field experiences with environmental employers, City officials, neighborhood representatives and other stakeholders who can speak from experience. Numerous on-going & completed redevelopment projects in Rochester's neighborhoods will serve as educational backdrop for the class. This approach toward the training sequence was an improvement identified during the first EWDJT grant.

*After Week 5 is completed during Weeks 6 through 8* the two cohort groups will switch three week training segments with cohort B receiving math and English skills training and cohort A will move into the required Environmental and Safety classes. Cohort B training Math and English training will be provided in a manner to challenge this group which scored higher on the T.A.B.E testing.

*During the last 2-3 weeks of the REJob 2.0 the Program Director will facilitate interviews with employers. As a result Week 9 is structured to provide employer required training for specific job duties.* REJob 2.0 will provide additional advanced training and certifications in Week 9 that meet specific employers' needs associated with job offers extended to students that are completing the required program training. Based on the experience during the City's first EWDJT grant and input from hiring employers advanced environmental courses for Asbestos Project Monitor Certification and/or Lead Supervisor/Contractor Certification will be offered during Week 9 with the potential for all 30 students to receive at least one of these certifications during the last week. The City also anticipates offering up to ten students per year to be trained for a Commercial Driver's License (CDL) - Level B by City trainers employed in the Department of Environmental Services - in-kind contribution by the City. This license is highly sought after in the Environmental field and is highly transferable.

*The REJob 2.0 Training Program will incorporate sustainable practices* including encouraging ride sharing between students to classroom and on-site training, reusing non-consumed safety equipment and supplies during training, and providing classroom training on sustainable "green remedial" technologies. Sustainable practices will also be covered during the Environmental Awareness & Sustainability awareness classroom training.

### 3. Budget

As with its first EWDJT grant the City will use its own staff to perform all of the operational tasks (recruitment, curriculum refinement, project reporting which will help ensure that the majority of the EPA grant funds are used for Technical Instruction & Training and associated student costs. Non-EPA In-Kind Project Funding shown at the bottom of the table is described in Section 6 including: City workforce development staff at an average rate of **\$59.36** (salary plus fringe benefits); provision of CDL-B training by Rochester DES; and contributions of time by Community & Employer Partners. *The City of Rochester is not charging administrative costs to the proposed EWDJT grant.*

Budget Table:

EPA Project Funding	Curriculum	Student	Intake/	Instruction/	Employment	Graduate	Program Mgt./	
Budget Category	Refinement	Recruitment	Assessment	Training	Placement	Tracking	Reporting	Total
Personnel	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Fringe Benefits @56.1%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Training Materials				In contractual				\$0
Travel								
General (EPA conferences, etc.)				\$8,000				\$8,000
Contractual				\$160,800				\$160,800
Supplies				\$6,000				\$6,000
Other								
a) Facility Rental				In contractual				\$0
b) Health Screening/Drug Testing				\$12,000				\$12,000
c) NYS Asbestos Handler Certif.				\$3,000				\$3,000
d) NYS Mold Abatement License				\$3,000				\$3,000
e) Red Cross First Aid Training				\$7,200				\$7,200
<b>Total EPA Funds</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$200,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$200,000</b>
<b>2) Non-EPA In-Kind Project Funding</b>								
City BEST/Mgr. Workforce Dev.	\$4749	\$13,059	\$7,123	\$9,498	\$35,616	\$13,356	\$21,370	\$104,770
City DES				\$42,900				\$42,900
Training Partners (see Sec. 6)		\$664	\$780	\$24,298	\$27,648			\$53,390
<b>Total In-Kind Non-EPA Funds</b>	<b>\$4,749</b>	<b>\$13,723</b>	<b>\$7,903</b>	<b>\$76,696</b>	<b>\$63,264</b>	<b>\$13,356</b>	<b>\$21,370</b>	<b>\$201,060</b>

#### Budget Task Description

**Curriculum Refinement** – The Manager of Workforce Development will coordinate a meeting of the EWAC to discuss changes in employment demand; new skill sets or certifications that anticipated work flow will necessitate for new hires; feedback on REJob 2.0 graduate hires; changes in Employer participation in the training, etc. Total staff In-kind commitment: 80 hrs. - \$4,749.

**Student Recruitment** – BEST staff will perform in-kind student recruitment: 220 hrs. - \$13,059 with support from RochesterWorks (\$664). **Student Intake and Assessment:** BEST staff will perform in-kind intake and assessment: 120 hrs. - \$7,123 with support from RochesterWorks (\$780).

**Instruction/Training** - All EPA funds will be used for Instruction/Training related costs including: \$8,000 for BEST staff to travel to EPA Brownfield and REJob 2.0 focused educational opportunities; \$160,800 for contract provided technical instruction/training as detailed in Section 2; \$6,000 (\$100/student) for class supplies such as field books, notepads, copy paper, etc.; \$12,000 (60 students x \$200) for occupational health and drug screens); \$3,000 (60 students x \$50) for application fee for a New York State Asbestos Handler Certificate; \$3,000 (60 students x \$50) for application fee for a New York State Mold Abatement Worker License; \$7,200 for 60 students to take the Adult and Pediatric First Aid/CPR/AED class @ \$120 each. BEST will provide 160

hours of in-kind support to both students and trainers during Instruction and Training \$9,489 as well as \$42,900 and \$24,298 in in-kind support from the City DES and the REJob 2.0 training partners, respectively.

**Employment Placement:** In-kind Placement activities will be performed by the Manager of Workforce Development: 600 hrs. - \$35,616 with RochesterWorks staff time and OJT grant support (\$27,648).

**Graduate Tracking** – The Manager of Workforce Development will contact both REJob 2.0 graduates and employers on a monthly basis for the first year, followed by quarterly contact during the second year: 225 hrs. - \$13,356 (In-Kind)

**Program Management/Project Reporting:** The City has dedicated the time of the Manager of Workforce Development to oversee the REJob 2.0 program, monitor expenditures and grant drawdown progress on a monthly basis, and complete EPA grant reporting throughout the three year time-frame of the grant - 360 hours - \$21,370. (In-Kind)

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

##### **A. Outcomes and Outputs**

<b>Outputs Overall # of Participants Enrolled</b>	<b>#Graduates Completing Program</b>	<b>#Graduates Placed in Environmental Positions</b>	<b># Graduates Not Placed But Pursuing Further Education</b>
<b>60</b>	<b>54</b>	<b>49</b>	<b>2 - 4</b>

The City will offer the REJob 2.0 Training Program once each year for two years. The third year of the grant will primarily be used for placement of graduates, tracking of graduates from all cohorts, and final EPA reporting. If actual costs required for the years one and two are less than anticipated the City may propose to run a third class early in year three as was done in the under the City's first EWDJT grant funded program.

The City will 30 enroll students in Year One and 30 students in Year Two - for a total of 60 students. We conservatively expect that a total of 54 students (90%) will complete the full training program. (Retention strategies are described in sec. 4B.) Of those that graduate 49 (91%) will be placed in environmental employment by the end of the three year grant. We also anticipate based on our experience with the first EWDJT grant program that 2-4 graduates will seek further education in lieu of entering the occupation immediately after training. We estimate a total investment of approximately \$3,704 of EPA funds for each REJob 2.0 graduate. *All of the outputs are minimum goals for REJob 2.0 and the City will again strive to achieve 100% graduation and placement rates.*

**Outcomes** - The City proposes the following results and effects with the REJob 2.0 Training Program:

- During the first EWDJT grant 57 of the 75 graduates (76%) resided in the high poverty/high unemployment Target Area. *The City proposes to increase the percentage of REJob 2.0 graduates from the Target Area to 80%.*
- High quality, job-duty oriented environmental training needed by local employers will be provided to 60 residents of the City with priority on residents of the Target Area.
- Through the multi-stakeholder partnerships that the BEST and the first REJob program formed among neighborhood organizations, government agencies, social service providers and environmental employers, REJob 2.0 graduates and their families will have access to these organization and have the opportunity to develop further community partnerships.
- REJob 2.0 graduates will perform work that will help reduce chemical exposures and improve the health of workers, occupants and residents in Rochester's Target Area and other impacted locations.
- The REJob 2.0 program will help foster self-sufficiency and enable residents to promote environmental health and occupational safety both in their neighborhoods and at work.

##### **Evaluating Progress toward Outputs and Outcomes**

The BEST has a software tracking system that is designed to capture participants' goals, objectives and success within their chosen program. The system is utilized for long term tracking to measure the participants' ability to transition out of poverty. REJob 2.0 students and graduates will be tracked by the Manager of Workforce Development and results will be included in ACRES, EPA quarterly reports and the final report. The proposed Milestones Schedule and training program sequence (See Attachments) are based on the City's experiences with it first EWDJT. Changes have been made to allow REJob 2.0 to more efficiently meet training requirements, student needs and employers' project based hiring schedules and position requirements. The City's proposed grant timeline is both detailed and realistic in this respect.

The sequencing of the two cohorts groups within each annual REJob 2.0 program, ie. alternating the two 15-person cohorts initially into either the Remedial Math and English or the required Environmental and Safety classes based on the TABE results and readiness of the students, is designed to maximize student success and retention; ensure that thirty students per year will be trained efficiently; and also meet trainer and facility limitations. The annual schedule has been set to make sure our graduates are job ready and available when employers need to hire new employees in the early spring with the bulk of environmental projects and field work start up.

## **B. Recruitment and Screening**

**Recruitment** – The City BEST will recruit REJob 2.0 candidates through: the BEST’s extensive network of former students, other service providers and its own staff; e-mail notifications; production of brochures & flyers; radio programming; social media; print media; and presentations on the City of Rochester’s Public Affairs Program “CityWise” that runs on the public broadcasting network. During its first EWDJT grant program recruiting effort the City’s REJob program processed 165 applications and of them accepted 75 candidates into the program. BEST will also work closely with Project partners who have committed to using their personnel and resources to advertise the REJob 2.0 program, and to direct interested city residents to REJob 2.0. The REJob 2.0 Program Director will provide presentations at partner organization facilities as was done during the City’s first EWDJT grant. Cooperating Partners include neighborhood-based organizations such as Charles House Neighbors in Action that are in continual contact with the residents they represent. RochesterWorks, Inc., representing the Rochester/Monroe County Workforce Development Board will again help recruit potential students from the pool of public assistance and low-income residents of the Target Area served by their three American Job Centers (One-Stop Career Centers). As was the case during the first EWDJT grant the EWAC members and involved Environmental Employers who will refer job applicants to REJob 2.0 that they are interested in hiring, but, lack the necessary training/field experience.

**Screening** – The BEST established an effective candidate intake process during the first EWDJT grant program that identified 75 qualified and motivated applicants and resulted in 100% student retention during each training program provided. The process begins with a thorough application which is then reviewed by the BEST followed by initial candidate screening. REJob 2.0 applicants will each be interviewed by the Program Director and BEST staff. Candidates will then receive an occupational physical and initial drug testing. Applicants must then provide required eligibility documentation (Birth certificates, NYS identification, H.S. Diplomas/GED, etc.). After successfully completed these steps the final step in the screening process is TABE testing to determine whether the student needs remedial math and English prior to completing the rigorous Environmental and Safety training courses.

**Retention** – The REJob 2.0 Program Director and BEST staff will follow the same approach that was used during the first EWDJT grant that resulted in 100% retention (75 individuals in total) during all three program offerings. The REJob 2.0 Program Director will identify “*Cohort Captains*” as student leaders to encourage group cohesion and peer support for individuals when challenges arise. This successful technique was used during the first EWDJT grant program to encourage student retention through the entire nine week training period. Based on the success of the first EWDJT grant the REJob 2.0 Program Director will again provide out of class room support and assist students with any number of challenges including severe illnesses and family deaths that not only can but did occur during the City’s first EWDJT program. BEST staff will serve as active Mentors to the REJob 2.0 candidates and students and will touch base with each student at least once a week during the nine week training program.

**Fees and Facility Accessibility** – REJob 2.0 students will not be charged licensing/certification fees. The cost of certification fees and other program charges are again built in to the City’s program budget. The REJob 2.0 program will pay for students application fees for both the New York State Asbestos Handler Certificate and the Mold Abatement Worker License. Much of the REJob 2.0 training program will take place at the City’s Water Bureau Operations Center located in the central portion of the City in one of the BOA Neighborhoods. Environmental certification courses will be at facilities of a local training company to be selected following City and EPA procurement procedures, however, the City is fortunate to have at least three qualified firms located in the downtown core. No program income will be collected for REJob 2.0.

## **C. Program Support**

**Job Search Support and Resources** – The BEST provides a comprehensive approach to help REJob 2.0 graduates gain the skills and make the connections they need to find employment in environmental consulting

and construction careers. The City's 100% success rate in retaining students and 100% placement rate during the initial EWDJT grant have helped attract additional private sector interest and support for REJob 2.0. BEST staff are skilled training and employment specialists through diverse programming such as 'Life Skills and Social Skills Training'. The REJob 2.0 Program Director will once again actively match students with potential employers through detailed discussions with both student and employers about strengths and interests and required job duties. A primary goal of REJob 2.0 just as in the first EWDJT program is to place graduates in employment situations that will maximize their success and long-term employment outlook. To help REJob 2.0 students find employment success, each will receive resume preparation training. Direct contact with Environmental Employers will be a priority throughout the training, beginning with public REJob 2.0 Information Sessions that will be offered at the BEST and through neighborhood partners before the classes begin. Several EWAC members will again be involved in the delivery of the training curriculum through in-class or on-site presentations - allowing students the opportunity to interact directly with potential employers. During the City's first EWDJT grant program this level of involvement resulted in most students receiving job offers *prior* to graduation. Environmental employers will be invited to meet with class members and provide a presentation on their company/organization and hiring procedures. BEST support is available to all of its students and program graduates for as long as they are residents of the City.

**Tracking** - The City will track and report on the employment progress of REJob 2.0 graduates for the 3 year grant period through direct contact with graduates and employers. The Manager of Workforce Development will contact REJob 2.0 graduates and employers on a monthly basis for the first year, followed by quarterly contact during the second year and third year.

**Incentives for Hire** - The City of Rochester will use its environmental buying power to incentivize environmental employers to hire REJob 2.0 program graduates. Though its Request for Proposal process for Professional Services Agreements with environmental consultants and contractors, the City Division of Environmental Quality (DEQ) will require all environmental consultants and contractors doing business with the City to acknowledge that they are aware of the REJob 2.0 program, and will inform companies responding to RFPs that the City will give selection preference to companies that hire REJob 2.0 graduates as well as those that graduated from the City's first EWDJT grant program.

**Marketing of Incentives to Employers** - The City DEQ will directly contact all local environmental consultants and contractors and alert them of the procurement selection preference for firms that employ REJob 2.0 graduates as well as the benefits of hiring job ready graduates already possessing required training and certifications. A project partner, Rochester Works has committed to providing On-the-Job Training (OJT) grants funded with Monroe County TANF funds for six program graduates over two years. Estimated OJT reimbursement at entry-level wage for hazardous material removal workers (\$16.70/hour) x 40/hours per week x 13 weeks x 50% reimbursement x 6 participants = \$26,052. The City of Rochester's Department of Environmental Services is also providing an OJT opportunity for graduates as discussed in Section 1.B which will be marketed to employers.

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

The City is committed to making REJob 2.0 a long-term effort. The poverty and employment conditions in the City especially within the Target Area and the projected job market for the environmental cleanup and construction fields indicate both an ongoing need for training and available employment opportunities for many years. The City laid the foundation for program sustainability through formation of the EWAC and through continual partnering with environmental employers. *Progress has been made toward finding non-EPA program funding: partner committed funds for REJob 2.0 are 20% higher than was provided for the first EWDJT program.* Several employers are also providing in-kind training services to REJob 2.0. LaBella Associates has and will continue to provide funding for a portion of REJob's graduation costs. The City has the staff capacity to extend the project beyond the proposed grant period, and is evaluating ways to fund the technical training components, including securing financial participation from the Environmental Workforce Advisory Council member companies. The City will continue to pursue other resources including follow-up on recent discussions with RochesterWorks about WIOA-funded Individual Training Accounts as a means to help support the cost of training for REJob participants.

#### **5. Community and Employer Partnerships**

##### **A. Collaboration w/Entities Involved w/Local Remediation Activities & Environmental Projects**



The BEST is working closely with the City DEQ, which has successfully managed over \$25 million in state and federal brownfield grants over the past 20 years. The DEQ manages dozens of environmental assessment projects each year as well as several brownfield cleanup and redevelopment, several state superfund projects, and petroleum site cleanups. The DEQ will use its environmental buying power to incentivize environmental consultants and contractors to hire REJob 2.0 program graduates, as de-scribed in Section 4.B. DEQ is actively engaged in one EPA and four NYS brownfield area-wide planning projects (BOAs) and manages numerous EPA brownfield grant funded assessments, cleanup, cleanup revolving loan program projects. BEST also has engaged the City recycling and solid waste operations in the planning for REJob 2.0 and for potential graduate employment. *The City's Neighborhood and Business Development Department, the local economic development office, is coordinating with BEST and will explore how REJob 2.0 can help incentivize federal Opportunity Zones in the City and improve employment opportunities for graduates* (See letter in Attachments). The DEQ's established relationships with environmental consultants and contractors will offer substantial benefit to the REJob 2.0 Training Program and to both students and graduates. The majority of the Advisory Council members are current or former contractors on City Brownfields projects, and several have committed to providing both training and employment for REJob 2.0 graduates. In addition to Advisory Council members and several other environmental employers have pledged similar support for the REJob 2.0 program and graduates. The area's largest construction union(s) organization UNICON (Unions and Businesses United in Construction) is a strong supporter of the REJob 2.0 as well. (See attached letter)

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

The City's efforts to involve community-based organizations in the REJob 2.0 program have been successful in bringing together a coalition of neighborhood organizations and social service providers. Letters of support from these organizations are included in the Attachments (as space allowed). Below is a summary of our Community Partners that have committed to assist REJob 2.0.

**RochesterWorks, Inc.**, representing the Rochester/Monroe County Workforce Development Board has committed to recruit potential students from the pool of public assistance and low-income residents of the City and Target Area.

**Monroe #2 Board of Cooperative Educational Services (BOCES)** will provide remedial Math and Writing Skills for REJob 2.0 programs in 2020 and 2021 (with the Math and English skill sections each divided into two cohorts each year).

**Charles House Neighbors in Action** is based in the LYLAKS Brownfield Opportunity Area and has worked closely with the City for over six years on site clean-ups. CHNA has experience in referring neighborhood residents for employment with contractors in its neighborhood and will use this experience to help recruit students and employers into the EWDJT effort.

**Aramco, Inc.**, a leading supplier to the environmental construction industry, will support REJob 2.0 by hosting an event each year for both REJob students and graduates to learn advanced in-field construction techniques and meet with potential employers.

**Rochester-Monroe Anti-poverty Initiative** is designed to leverage community assets and build a stronger network of government and non-profit organizations to impact the many needs of our area. The Anti-poverty Initiative will refer residents of the EWDJT target area to REJob 2.0.

*In November 2018 as part of its REJob community engagement efforts the City held four informational sessions each at different locations within the Target Area.* The need for and interest in environmental construction jobs for residents of these neighborhoods continues to be high. Community interest in both the 2019 REJob training program and a new EWDJT grant proposal for REJob 2.0 was very strong. Discussions also focused on the types of environmental positions that previous REJob graduates were being offered, general admission requirements for training, student application procedures, and the training schedule. Some suggestions for program improvements including finding a permanent facility were offered as well. The City plans to use similar outreach and recruitment approaches for REJob 2.0 since the number of applicants consistently exceeded the number of available openings.

### **C. Employer Involvement**

Environmental employers have been an active and vital part of Rochester's successful initial EWDJT funded REJob Training Program. Employers support for the City to apply for a second EWDJT grant to fund

REJob 2.0 has been universal. The 2019 Employer Survey (Section 1.B) and direct discussions tested the employers' willingness to both support the training program and hire graduates. Results include:

- ***The 2019 Employer Survey effort resulted in responses from 23 employers, 11 of which hired graduates of the City's first EWDJT grant funded program.***

- Survey respondents once again fit into one of three categories: 1) engineering/environmental consultants; 2) City departments or 3) environmental/construction/utility/drilling service companies.

- The latter group would include environmental remediation companies such as asbestos/lead removal; remedial construction companies that are qualified to work on contaminated land and buildings; and construction companies or governmental operations that provide services and maintain infrastructure (roads, water, sewer, etc.) - often involving contaminated properties.

- Generally employers require a High School Diploma or GED. All of the employer groups have again indicated that Writing Skills should be included as part of REJob 2.0. The majority also feel that Math Skills and if possible, computer skills should be included in the REJob 2.0 curriculum. In terms of Certifications, the majority of the companies indicated that HAZWOPER is needed, as well as Construction Safety, Confined Space and Asbestos Handler. Most companies identified Commercial Driver's License as a type of specialized training that they would also like to see their new employees have.

- While engineering/environmental consultants generally require an Associates or Bachelor's degree for entry-level employment the City's experience during the first EWDJT grant and employer feedback during the 2019 survey confirms that several firms hire project monitors/air samplers without college degrees. These employers also expressed a need for new hires to have Asbestos Project Monitor certifications. All of the responding consulting companies identified HAZWOPER as a desirable certification. Related certifications such as Confined Space and Construction Safety were also desirable. Most consulting firms identified Environmental Sampling (soil, water, air) skills as being important for entry-level job applicants to possess.

- Within the City Department of Environmental Services (DES) graduates from the initial EWDJT program were hired in Engineering, Operations, Water, and Parks and Forestry areas. As part of the 2019 survey effort DES responded that it would hire REJob 2.0 graduates in the 2020 to 2022 period for positions in these areas. Some positions requires a High School diploma/GED. DES hires 70 seasonal/temporary employees per year who receive OJT in equipment usage, work site safety, traffic control, etc. and have the opportunity to work into permanent positions. For REJob 2.0 DES will be both a source of student referrals to the program and will be a prime avenue for REJob graduates to obtain further OJT and full-time employment. The DES will also be providing CDL-B training at no cost to ten graduates who qualify per year.

- Eight companies actively serve on the EWAC to help develop curriculum and refine it on an annual basis (Letters of support are included as Attachments). The EWAC has met periodically since January 2016 and offered suggestions for improving the training curriculum. For REJob 2.0 Council members and some employers have suggested adding advanced training options including OSHA 30 hour general industry & construction, Radon, Silica, and construction inspection. Employers have committed to provide class room technical and employment presentations and:

- Several employer survey respondents will interview/select students for employment prior to graduation.
- More than one-half of respondents will provide in-kind classroom training.
- Several survey respondents will provide students with additional post-employment advanced certifications and credentials.

In preparation for REJob 2.0 the City actively engaged the environmental employment community, and employers again responded enthusiastically through the 2019 survey; volunteering to serve on the Advisory Council to help ensure that REJob 2.0 is meeting expected employment priorities; offering to provide In-Kind training; and to interview and hire graduates over the proposed 2020-2022 grant timeframe.

## **6. Leveraging**

The City has been able to obtain commitments for substantial in-kind resources from project partners that will directly contribute the success of REJob 2.0. In-kind contributions are summarized in the table below, and are broken down into two types: those that were received with an estimated dollar value (committed) and those that the City estimated their value based on the contributor's letter (pledged). Letters of Support/Commitment are included in the proposal Attachments. These contributions of time and resources are in addition to the

\$104,770 in BEST/City personnel salary and fringe benefits that the City is providing in-kind to manage all programmatic and administrative aspects of the proposed EWDJT grant and REJob 2.0.

#### Leverage Resources Table

Organization	In-Kind Activity	Estimated Value	Status
RochesterWorks, Inc.	Recruiting Students, Assessment, Remedial Education Support, Job Search and Placement	\$664 \$780 \$798 \$27,648	Committed
City of Rochester Department of Environmental Services	Commercial Driver's License-B Training, DEQ brownfield training, and classroom rental	\$42,900	Committed
Monroe #2 Board of Cooperative Educational Services	Remedial Education - writing and math classes	\$18,000	Committed
LaBella Associates	In-Class & Job site Env. Training Financial Support for Graduation	\$2,500 \$3,000	Committed
	<b>Total In-Kind Committed</b>	<b>\$96,290</b>	
Charles House Neighbors in Action	Classroom use, Student Recruitment, Employer Outreach	\$4,500*	Pledged
Lu Engineers	Facility use and Training support	\$4,800*	Pledged
AAC Contractors	EWAC, facility/job site; in-class presentation	\$1,500*	Pledged
* Estimated values - amounts <i>not</i> used in Section 3 Budget.	<b>Total In-Kind Pledged*</b>	<b>\$10,800*</b>	

## 7. Programmatic Capability

### A. Grant Management System

Since being awarded one of the USEPA's first EPA brownfield pilot assessment grants in 1995 the City of Rochester has been awarded 24 EPA brownfield assessment, cleanup, revolving loan fund, assessment/area-wide planning and EWDJT grants totaling over \$5.6 million. Of the 24 grants, 16 have been successfully closed out, 8 are currently active (two of which will be closed out by September 2019). Work is progressing on all the active grants consistent with the cooperative agreement work plans and schedules.

The City has received one prior EDWJT grant. The same Project Director and grants management support structure that successfully managed the City's EPA EWDJT grant will again ensure that grant objectives are achieved and grant requirements are met under this proposed grant. The City has developed staffing succession plans for management and staff that support EPA Brownfield grant funded projects and programs, including the proposed REJob 2.0 Training Program. In case of unanticipated turnover the BEST has nine workforce development and vocational staff available to support the proposed EWDJT grant and REJob 2.0.

The City's grants management system involves both (1) an operating department grant Program Director supported by a grants specialist and (2) central finance and budget grants oversight. The City's REJob 2.0 Project Director is Paul McFadden, Manager of Workforce Development. Mr. McFadden will be supported by an internal finance and grants specialist for the BEST to ensure compliance with grant reporting requirements and support contracting and purchasing for REJob 2.0. Mr. McFadden successfully managed the City's USEPA EWDJT grant funded REJob program from 2016 to 2019. Under his leadership all 75 students completed the 9 week REJob program and all were placed in full-time employment upon graduation. Before coming to the BEST Mr. McFadden was a Supervisor (Class G Supervisor/Asbestos) and Lead Foreman for a large remediation contractor in Rochester, and oversaw demolition, abatement and renovation projects. As an ex-offender in his youth, Mr. McFadden is an inspirational role model for those seeking to rise out of poverty through the environmental remediation field.

Rochester will comply with all contractor requirements mandated by the EPA.

## **B. Organizational Experience**

REJob, Rochester's first EWDJT grant, operated out of the Bureau of Employment Skills Training. This City agency serves our City's youth and adults by offering comprehensive programs geared toward education, vocation and employment. The BEST programs are designed to be adaptable to an individual's skill level, background, and needs. The mission of the BEST is to effectively impact the city, transform the face of poverty, and improve educational and employment opportunities by creating a pipeline from education to employment placement. The BEST is a leader in workforce development, education, employment training, job development and life skills training.

*Rochester has successfully managed its current EPA EWDJT grant and produced one of the most accomplished programs in the nation in terms of the percentage of candidates graduated and graduates placed in employment.* From 2017 through 2019 the City's REJob Training Program provided both EPA EWDJT grant funded environmental training and certifications including OSHA 40 Hour HAZWOPER training and separately funded remedial English, math, and key life skills training to 75 candidates. REJob training was offered once a year in 2017, 2018, and 2019. All 75 candidates were City of Rochester residents and successfully completed a rigorous application and training process and received job offers. During the first EWDJT grant 57 of the 75 graduates (76%) resided in the high poverty/high unemployment Target Area.

Technical instructors for the Environmental and Safety classes (e.g. HAZWOPER; Asbestos, etc.) will be employees of professional training companies whose services will be procured following City procedures, which comply with the competitive procurement standards in 40 CFR Part 31.36. The City will use its established competitive request for proposal process. The City successfully selected qualified cost effective trainers for the first EWDJT grant program and is experienced in procuring professional services under EPA's brownfield cooperative agreement procurement requirements. The City follows established procedures for soliciting professional services through a Request for Proposal (RFP) process. RFP drafts are reviewed and must be approved prior to advertisement by the Project Director. Proposals received by the City are carefully reviewed, rated using quantitative ranking criteria that will include course offerings, facilities, number and qualifications of instructors, costs, etc. and then ranked. Proposed costs and pricing are carefully analyzed and compared. Interviews are typically held prior to selection. Once the trainers are selected City Council authorization is required prior to executing professional service agreements. The City used its RFP procedure to contract with an experienced and cost-effective environmental training organization.

Over the past 25 years the City of Rochester has excelled in numerous environmental based projects and has successfully managed two dozen EPA brownfield program grants. The City has also operated as the lead agency on many training and workforce development programs. Partnerships with the laborers and construction unions with City programs like PRIME (Providing Real Incentives to Maintain Employment) have proved to be successful in training the City's under-employed, under-served and dislocated residents. The City has also partnered with Community Based Organizations, Monroe County's BOCES2, Rochester Works Inc., the Department of labor, RCSD (Rochester City School District) REOC (Rochester Educational Opportunity Center), technical institutions and call centers to provide employment and vocational opportunities. The City is very experienced, well-equipped, fully capable, and extremely well-qualified to provide the services necessary to complete another successful EWDJT program in collaboration with the EPA and our many trusted partners.

**C. Audit Findings:** Rochester has an established grant monitoring/audit process, and has not received any adverse audit findings.

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

### **i) Current or Past EPA EWDJT Grant Recipients**

**Fund Expenditure:** *Rochester's current EWDJT grant, JT-96272516, has a grant balance of \$53,477.* The remaining balance is for the cost of services that have been performed but not yet invoiced to the City of Rochester and paid. We anticipate that all outstanding expenses will be paid and the grant balance will be exhausted by September 30, 2019. The City completed its third EWDJT grant funded REJob training program in March 2019, and all the remaining EWDJT grant funds have been committed in order to offer the third program. When all billing has been received for the services required for the third program the existing grant will be exhausted. While local partners and the City will financially contribute toward the new REJob 2.0 training program these resources still fall short of what is required and the proposed EPA EWDJT grant is essential in order for the City to continue to offer such training.

**Compliance with grant requirements:**

**a. Information regarding your compliance with the work plan, schedule, and terms...**

The City has met and achieved all of its work plan, schedule and terms and conditions. The City completed all procurement and project initiation tasks on schedule. Candidate recruitment resulted in 75 eligible individuals being accepted into the program – more than the projected in the work plan. Through effective program management and active student support the REJob program had a 100% retention rate each year. All 75 students completed the 9 week training program and all 75 were placed in employment. During the first EWDJT grant 57 of the 75 graduates (76%) lived in the Target Area.

**b. Information regarding your timely quarterly and annual reporting as well as ACRES**

Rochester has provided the required quarterly and annual reporting and has met its work plan and cooperative agreement requirements. Program success was achieved through effective management of contracted professional trainers and other program service providers. Rochester's existing EWDJT grant data is current and accurately reflected in ACRES. The REJob grants/budget coordinator monitors compliance with cooperative agreement and work plan financial, budget, outputs and deliverables. Rochester complies with competitive procurement standards in 40 CFR Part 31.36 and all grant requirements. Quarterly progress reporting, reporting measures, ACRES, and annual financial reports for the existing EPA assessment and cleanup grants are up to date and have been made in a timely and acceptable manner. Annual financial reporting has been performed. The City's quarterly reporting routinely links actual performance to progress toward achieving grant output goals. The City also communicates directly to its EPA Region 2 Grants Officer.

**Accomplishments:** Rochester's performance in providing 100% graduation and 100% job placement through EPA funded the REJob Training Program employers, demonstrates that it is achieving and exceeding the results expected for its EPA EWDJT grant.

**a. Number of individuals to be trained in original proposal versus approved work plan**

In both the original grant proposal and approved cooperative agreement work plan the City proposed to train a total of 60 individuals and place 42 individual (70%). Note that the original proposal assumed that of the 60 candidates entering the training program 52 would complete the training and graduate (87%).

**b. Number of individuals actually trained (graduated): 75**

**c. Graduate placement rate: 100% (75 of 75)**

**d. Whether original anticipated training and placement goals were met:**

*The City exceeded the goals from both the original grant proposal and the approved work plan* identified above. In the City's original proposal the City anticipated accepting 60 candidates and successfully graduating 52 that completed the full training program. The City exceeded these numbers, in part by efficiently managing the grant and outside resources so as to allow a third program offering in 2019 that was approved in advance by EPA (12/21/2017). In addition, direct personal support and immediate intervention during training by the Program Manager and Cohort Captains resulted in a 100% retention rate during the nine week training period in all three years the program was offered.

Grant #	Project Period	Funds Expended	# of Participants Trained	# of Participants Placed	% Placed in Full-time employment	Data updated in ACRES
JT-96272516	10/1/2016 – 9/30/2019*	\$146,523	75	75	100%	Yes

\*Extension approved to 9/30/2020 to allow third REJob training program in 2019



## City of Rochester New York EWDJT – REJob 2.0 Milestone Schedule

Training Program Task & Components	Time Frame (Assuming 10/1/2019 Start Date)
<b>Project Start-up</b> <ul style="list-style-type: none"> <li>City procurement of training sub-consultants through RFP</li> <li>Secure training facilities and student transportation/logistics</li> </ul>	10/2019 to 12/2019
<b>Curriculum Refinement</b> <ul style="list-style-type: none"> <li>Distribute proposed curriculum to Environmental Workforce Development Advisory Council (EWDAC)</li> <li>Hold EWDAC meeting</li> <li>Incorporate EWDAC feedback &amp; coordinate with EPA Grant Officer</li> </ul>	Year 1: 11/2019 Year 2: 8/2020
<b>Employer Outreach</b> <ul style="list-style-type: none"> <li>Contact additional employers not already participating in REJob or on EWDAC</li> <li>Attend and participate in annual Professional Abatement Contractor of NY (PACNY) Conference (February)</li> </ul>	Year 1: 11/2019 – 3/2020 Year 2: 8/2020 – 3/2021
<b>Student Recruitment</b> <ul style="list-style-type: none"> <li>BEST staff distributes REJob “2.0” information to potential students already in system</li> <li>Distribute updated REJob 2.0 information to community and current and new employer partners</li> <li>Prepare City press release &amp; distribute to media outlets, coordinate with partners also promoting REJob 2.0, use social media (facebook, City website, etc)</li> <li>Hold REJob 2.0 information meetings (4) in each City quadrant/BOA</li> </ul>	Year 1: 11/2019 – 1/2020 Year 2: 9/2020 – 1/2021
<b>Student Intake and Assessment</b> <ul style="list-style-type: none"> <li>BEST staff receives applications from potential candidates</li> <li>Personal interviews with applicants</li> <li>Candidates receive occupational physical and initial drug screen</li> <li>Verification of applicant eligibility (City residency, driver’s license, etc.)</li> <li>T.A.B.E. testing given to applicants &amp; results documented</li> </ul>	Year 1: 12/2019 – 2/2020 Year 2: 10/2020 – 12/2020
<b>Training Classes:</b>  <b>1. “Working it Out” Class (initial week)</b> <ul style="list-style-type: none"> <li>1 week intensive work skills class by BEST staff for entire class of up to 30 students</li> </ul>	Year 1: 2/2020 & 3/2020 Year 2: 1/2021 & 2/2021
<b>2.a. Remedial Skills Training (weeks 2-4 &amp; 6-8)</b> <ul style="list-style-type: none"> <li>Provide classes in math and English for 3 weeks @ BOCES (2 cohorts of up to 15 students each year)</li> </ul>	Year 1: 2/2020 & 3/2020 Year 2: 1/2021 & 2/2021

## City of Rochester New York EWDJT – REJob 2.0 Milestone Schedule

<b>2.b. Environmental &amp; Safety Training (weeks 2-4 &amp; 6-8)</b> <ul style="list-style-type: none"> <li>HAZWOPER; Asbestos Handler; Construction Site Safety; Confined Space; Lead Awareness for 3 weeks (2 cohorts of 15 students each year)</li> </ul>	Year 1: 2/2020 - 4/2020 Year 2: 2/2021 - 3/2021
<b>3. Environmental Foundation Classes (week 5)</b> <ul style="list-style-type: none"> <li>Environmental Awareness, Sampling Techniques &amp; Brownfields concepts for 1 week (both cohorts back together)</li> </ul>	Year 1: 3/2020 Year 2: 2/2021
<b>4. Advanced Environmental Classes &amp; Certifications (week 9)</b> Classes/certifications specifically required by hiring employers for already placed students – typical classes anticipated to include: <ul style="list-style-type: none"> <li>Asbestos Project Monitor;</li> <li>Lead Abatement;</li> <li>Lead Supervisor; and</li> <li>Mold Abatement.</li> </ul>	Year 1: 4/2020 Year 2: 3/2021
<b>Graduation</b> (following week of advanced classes/certifications) <ul style="list-style-type: none"> <li>Up to 30 students each year over 2 years</li> </ul>	Year 1: 4/2020 Year 2: 3/2021
<b>Counseling &amp; Support Services</b> <ul style="list-style-type: none"> <li>REJob 2.0 Program Manager, BEST staff and mentors</li> </ul>	On-going throughout training program
<b>Employment Placement</b> <ul style="list-style-type: none"> <li>From initial employer outreach through class delivery with employer active participation through graduation and planning for next class</li> </ul>	On-going throughout training program
<b>Employment Tracking</b> <ul style="list-style-type: none"> <li>Post-placement checks and communication with graduates and employers to monitor status</li> </ul>	Beginning at placement of Year 1 graduates 2/2020 through the end of the grant contract cooperative agreement 9/2022
<b>EPA Progress Reporting and ACRES</b>	Quarterly beginning with 10/2019 – 12/2020 period
<b>Attend EPA EWDJT meetings and conferences</b>	Periodically throughout grant contract period with EPA grant officer approval
<b>Final Project Reporting</b>	End of 3 <sup>rd</sup> year of grant contract

### Appendix 3 -Other Factors Checklist

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

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

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

The City of Rochester has received one EPA EWDJT grant in 2016 (JT-96272516). See Page 14 of the Narrative Proposal

- ☐ 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.
- 

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

- ☒ Proposals that seek to serve veterans.

Veterans are one of the City’s key focus groups for recruitment under the proposed EWDJT grant program (See page 4 of the Narrative Proposal)

- ☒ Whether the applicant’s project is located in an IRS-designated Opportunity Zone.

The City of Rochester’s proposed EWDJT grant Target Area includes nine designated Opportunity Zone census tracks (See page 1 of the Narrative Proposal)



A proud partner of the  network

May 21, 2019

Hon. Lovely A. Warren, Mayor  
City of Rochester  
30 Church Street  
Rochester, New York 14614

Re: EPA-OLEM-OBLR-19-01

Dear Mayor Warren:

RochesterWorks, Inc., representing the Rochester/Monroe County Workforce Development Board, is pleased to provide our strong support for the FY19 Environmental Workforce Development and Job Training (EWDJT) grants proposal that the City of Rochester is submitting to the Environmental Protection Agency.

RochesterWorks, Inc. serves as the fiscal agent to the local Workforce Innovation and Opportunity Act (WIOA) grant recipient, provides the staff to the local workforce development board, and, as part of a consortium including the New York State Department of Labor, operates our local American Job Centers (One-Stop Career Centers). We have relationships with more than 20 different regional colleges and vocational training providers. We also have three representatives from organized labor and three representatives from local training providers on our workforce development board.

The Rochester, NY region is experiencing a time of unprecedented opportunity to address some very pressing challenges to the community. Thanks to Governor Cuomo's support of regional economic development efforts, the Finger Lakes Regional Economic Development Council has convened our local counties and cities in a meaningful way to coordinate economic and workforce development projects. The City of Rochester is at the center of the Rochester Monroe Anti-Poverty Initiative, a cooperative effort that is supported by and the first of its kind in the State of New York. Finally, WIOA has created opportunities for us to engage with our partners in the one-stop system in new and innovative ways. RochesterWorks, Inc. has had significant involvement in all of these endeavors.

We believe that the City of Rochester's EWDJT proposal is consistent with the goals of the Finger Lakes Regional Economic Development Council, the Rochester Monroe Anti-Poverty Initiative, and WIOA. Furthermore, the grant addresses a gap in resources to initiate a training program that would otherwise be very difficult to implement with our current funding sources.

The City of Rochester has identified approximately 800 Brownfields in the neighborhoods making up the EWDJT Target Area alone. The goal of the EWDJT program to provide vocational training to residents of Brownfield-impacted neighborhoods in Rochester so that they may obtain gainful employment in the assessment and remediation of those properties and others.



A proud partner of the **americanjobcenter** network

RochesterWorks, Inc. will be part of the effort to recruit, assess, train, and place residents in environmental careers that are built on the assessment and clean-up of Rochester's many Brownfield properties. The City of Rochester is projected to see a substantial increase in both publicly and privately funded capital projects over the next five years, many of which will require environmental assessment and potentially remediation. It is critical to the economic vitality of the city and surrounding metro area that we be able to train local workers to perform the environmental work on these properties.

Should this grant be awarded, RochesterWorks, Inc. proposes that we will provide the following leveraged resources to the project:

**Recruiting:**

Recruiting from among the pool of public assistance and low-income residents of Brownfields neighborhoods served by our three American Job Centers (One-Stop Career Centers). Estimated 10 hours of staff time for each class, one class per year, at a leveraged cost of \$332 per year for two years.

**Assessment:**

ACT WorkKeys Testing for 20 participants over two years. Estimated cost of testing is \$780.

**Remedial Education Support:**

ACT KeyTrain pre-test and support for online learning for 15 participants over two years. Estimated 1 hour of staff time for each participant at a leveraged cost of \$798.

**Job Search and Placement:**

Post training one-on-one individual and group job search assistance for 20 participants over two years. Estimated 2 hours of staff time for each participant at a leveraged cost of \$1,596.

On-the-Job Training (OJT) grants funded with County TANF funds for 6 participants over two years. Estimated OJT reimbursement at entry-level wage for hazardous material removal workers (\$16.70/hour) x 40/hours per week x 13 weeks x 50% reimbursement x 6 participants = \$26,052.

Furthermore, RochesterWorks, Inc. anticipates that we will be able to contribute to the sustainability of this project beyond the grant period by making available WIOA-funded Individual Training Accounts to cover the cost of training for 3–5 eligible participants per year with a pre-hire letter from an employer partner.

This initiative will provide much needed support to low-income Rochester residents as they strive to earn a living wage with an environmental career.

Sincerely,

A handwritten signature in black ink, appearing to read "Peter C. Pecor", written over a light blue horizontal line.

Peter C. Pecor  
Executive Director





## City of Rochester

Department of Environmental Services  
City Hall Room 300B, 30 Church Street  
Rochester, New York 14614-1290  
www.cityofrochester.gov

Norman H. Jones  
Commissioner

May 15, 2019

Hon. Lovely A. Warren, Mayor  
City of Rochester  
30 Church Street - Room 307A  
Rochester, New York 14614

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

Dear Mayor Warren:

I am writing this letter in support of the City of Rochester's proposal to the United States Environmental Protection Agency (EPA) for an Environmental Workforce Development and Job Training (EWDJT) grant in the amount of \$200,000. Based on the success of the City's first EWDJT grant funded program, the Rochester Environmental Job (REJob) Training Program, we expect that the new grant will not only enable the City to provide environmental and safety job training to another 60 City residents (30 per year) but also to place virtually all the graduates in environmental construction and remediation careers.

The City will be targeting the next EWDJT grant program, REJob 2.0, to individuals from several neighborhoods that have been adversely affected by the presence of brownfield sites. Four of the neighborhoods are New York State Brownfields Opportunity Areas (BOA). Candidates for the proposed REJob 2.0 Training Program will include dislocated workers, severely underemployed individuals and unemployed individuals, including low-income and minority residents, veterans, and those with little or no advanced education.

As with the initial program, the City's Department of Environmental Services (DES) will link its Bureau of Operations annual entry level hiring efforts with the REJob 2.0 EWDJT program. Each year, the Bureau of Operations hires approximately 70 entry-level seasonal or part-time workers to assist with various work activities such as work orders, the Road Surface Treatment program, the Street Repair program, the Sidewalk Replacement program, leaf collection, special snow hand clearing and refuse collection.

DES hired about 15 graduates of the first EWDJT funded program. The nine week REJob training program provided outstanding preparation for positions within DES. Because of the confidence we have in the program DES will also plan to hire about 15 REJob 2.0 graduates from 2020 through 2022.

In addition, the DES, Division of Environmental Quality will provide in-kind classroom training support for REJob 2.0 program estimated in the amount of \$3000. In addition we are offering to provide CDL-B training for up to ten graduates from the program each year at a cost of up to \$39,900 to enhance REJob 2.0 graduates' marketable employment skill set.

The Department of Environmental Services is proud to support this new grant proposal for REJob 2.0 and to be part of this multi-partner effort that directly results in training and careers for City residents.

Sincerely,

Norman Jones  
Commissioner, Department of Environmental Services





*Monroe 2-Orleans*  
*Board of Cooperative Educational Services*  
**Jo Anne L. Antonacci, District Superintendent**

Tel: (585) 352-2410  
Fax: (585) 352-2442

May 22, 2019

Mayor Lovely A. Warren  
City Hall  
30 Church St.  
Rochester, NY 14614

Dear Mayor Warren:


This letter is a statement of support of the city of Rochester's proposal to form a FY19 Environmental Workforce Development and Job Training (EWDJT) program and of the Monroe 2-Orleans BOCES Center for Workforce Development's commitment to assist in the role of providing remedial education to the participants.

The Monroe 2-Orleans BOCES Center for Workforce Development provides remedial reading, writing, and mathematics to adults who may already have a high school diploma, but who need a refresher to upgrade their skills within the context of either obtaining new employment, or maintaining present employment requiring new skills. Under these parameters, we are happy to assist the city as they prepare their participants in the EWDJT grant to obtain new skills related to the brownfields re-development.

This is a commitment of paying one remedial teacher for 8 consecutive weeks during Year 1, and then again for Year 2 of the grant. There will be two separate cohorts of 15 student each year (a total of 30 students each year). One cohort will meet 4 days a week for 4 weeks, for 3 instructional hours/day for remediation. At the end of that cohort's remedial instruction, a second group will begin to meet for 4 days a week for four weeks, also for 3 instructional hours/day. The total instructional and prep hours are 112 for one year. At \$35/hour plus payroll benefits, the cost of the teacher will be totaling approximately \$10,000 over two years. There are also overhead costs at approximately \$8,000 for the classroom use and materials for two years. The Monroe 2-Orleans BOCES Center for Workforce Development will be contributing a total of approximately \$18,000 of "in kind" support over the two-year period. The Monroe 2-Orleans BOCES Center for Workforce Development will not be involved during the third year of the grant.

We are looking forward to our continued collaboration with the City of Rochester as we prepare our students towards acquiring career skills that will guide our students towards self-sufficiency.

Sincerely,



Jo Anne L. Antonacci  
District Superintendent



May 9, 2019

Honorable Lovely A. Warren, Mayor  
City of Rochester  
30 Church Street Room 308A  
Rochester, New York 14614

RE: USEPA Environmental Workforce Development and Job Training Grant Proposal

Dear Mayor Warren:

LaBella Associates offers our enthusiastic support for the City of Rochester's (City) new USEPA Environmental Workforce Development and Job Training (EWDJT) grant proposal to continue the successful Rochester Environmental Job (REJob) Training Program. LaBella is a full-service professional engineering, architectural, planning, and environmental consulting firm. Our environmental practice has over 100 employees and includes both regulated building material and environmental construction service areas. LaBella is willing to participate and support the next EWDJT grant funded program, REJob 2.0, in several ways:

We would be pleased to serve on the City's Environmental Workforce Advisory Council (EWAC). We view involvement in the EWAC as a way to both inform the REJob 2.0 training curriculum and help us find qualified, entry level environmental construction workers and regulated building material remediation workers. We were able to hire seven graduates of the initial REJob program. We anticipate that we could hire a similar number of REJob 2.0 graduates between 2020 and 2022. In 2019 LaBella financially helped the City with \$1,500 of the costs for the REJob graduation event, and we anticipate that we could provide a similar level of support annually for the two graduating classes under the proposed grant. Lastly, we would like to offer to provide approximately \$2,500 of in-kind classroom brownfield and field training support for REJob 2.0.

The City's success in graduating and placing individuals in jobs through its first EWDJT grant from EPA makes us confident that the REJob 2.0 Training Program will again provide well prepared and qualified graduates for positions with LaBella. We whole heartedly support this program which provides an opportunity for underemployed and unemployed City residents to start careers in the environmental field. We very much hope the City is successful with this EWDJT grant proposal to the USEPA.

If there are any questions about LaBella's support please do not hesitate to contact me at via email at [gsefecal@LaBellaPC.com](mailto:gsefecal@LaBellaPC.com) or by phone 585-295-6243.

Sincerely,

A handwritten signature in blue ink that reads "Gregory R. Senecal".

Greg Senecal, CHMM  
Environmental Director





Charles House Neighbors in Action  
c/o Charles Settlement House  
71 Parkway  
Rochester, NY 14608

May 23, 2019

Hon. Lovely A. Warren, Mayor  
City of Rochester  
30 Church Street  
Rochester, NY 14614

Dear Mayor Warren:

Charles House Neighbors in Action (CHNA) wholeheartedly supports the City's efforts to create an Environmental Workforce Development and Job Training (EWDJT) program, through a grant application with the U.S. Environmental Protection Agency.

CHNA is based in the JOSANA neighborhood, centered in the LYLAKS Brownfield Opportunity Area. As you know, we have worked closely with the city over the past nine years, particularly as it relates to the demolition and cleanup of the former Delco/Sykes complex between Orchard and Whitney Streets. Members of CHNA served on the LYLAKS BOA steering committee, the JOSANA Master Plan steering committee, the School #17 building modernization committee, and the School #17 Community Engagement Team.

As an area with extremely high rates of poverty, we welcome job training that specifically targets people living in our Northwest Rochester neighborhoods surrounding the BOA. Our group has a track record of helping local residents, particularly young adults, find jobs or get training. CHNA members have referred people to Atlas Contractors, the general contractor for the Stadium Estates affordable housing project. Phase I (45 single family homes) was completed in 2016 and Phase II (46 single family homes) will be completed in the coming weeks. The contractor has an exemplary record of hiring people from the neighborhood for a wide range of home construction and landscaping jobs. We have also worked with the GreenVisions program, a job training program that has hired young adults over the past seven years. Using classroom space at Charles Settlement House and vacant city lots in JOSANA, this program provides OSHA safety training and teaches the participants how to successfully garden for commercial purposes. Young adults from our neighborhood have sold cut flowers at the Public Market and local grocery stores, after producing them in this neighborhood.

CHNA is made up of residents and other stakeholders in Northwest Rochester. We have worked hard to improve JOSANA – not just through advocacy but by following through on our neighborhood master plan. That calls out job training and job development, specifically for young adults. We commit to assisting the City in any ways we can to recruit students and to make connections with businesses working in our neighborhood who could hire these students.

Sincerely,

Scott C. Benjamin  
CHNA Executive Committee

May 30, 2019

Honorable Lovely A. Warren, Mayor  
City of Rochester  
30 Church Street, Room 308A  
Rochester, New York 14614

Re: USEPA Environmental Workforce Development and Job Training (EWDJT) Grant Proposal

Dear Mayor Warren:

Lu Engineers has been involved with the Rochester EWDJT Program since its inception. We've provided training, our facility conference room, and our engineers and scientists because we truly believe in the program and the positive impact it has on our community. As such, we heartily endorse the program, and the City's new USEPA Environmental Workforce Development and Job Training Grant Proposal.

Lu Engineers has been providing environmental services across New York State from our beginnings in 1980. We are proud of that fact, and are humbled by our clients that include the City of Rochester, New York State Department of Transportation and New York State Power Authority. I mention these clients, because we've been able to hire 5 Workforce Development graduates over the last three years, and they have all had the opportunity to work on projects for them. What a great way for each of them to continue on their successful paths, and is evidential that the program's intentions are being fulfilled.

Because of the success that the City has had, Lu will again provide the same enthusiastic support that we have done in the past. We also anticipate that we will hire more graduates from the program as they become available.

Please don't hesitate to contact me if you have any questions, [scampbell@luengineers.com](mailto:scampbell@luengineers.com) or 585-385-7417 ext. 243.

Sincerely,



Steven A. Campbell  
Environmental Division Director







Corporate Office  
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[www.aac-contracting.com](http://www.aac-contracting.com)

**A.A.C. Contracting, Inc.**

*Environmental Remediation and Construction Services*

May 30, 2019

Honorable Lovely A. Warren, Mayor  
City of Rochester  
30 Church St., Room 308A  
Rochester, NY 14614

Dear Mayor Warren:

AAC Contracting, Inc. is a remediation company that has been located in Rochester since our inception in 1983. AAC has been participatory in many programs over the years and the REJob Program has been the best to date. AAC fully supports the City of Rochester's pursuit of a new grant from the US EPA so that the historic successes achieved by the REJob Program may continue.

To date, AAC has hired 13 REJob graduates and we would anticipate employing a similar number of REJob 2.0 graduates. I have served on the Advisory Council and would be honored to continue doing so for REJob 2.0. AAC is hopeful that the grant can be secured to both aid the community and the environmental industry. This program is a win-win for everyone and we look forward to being an active participant/partner within the program.

Sincerely,

Peter DeLucia  
HR and Safety Manager



May 15, 2019

Lovely A. Warren, Mayor  
City of Rochester  
30 Church Street Room 308A  
Rochester, New York 14614

RE: USEPA Environmental Workforce Development and Job Training Grant Proposal  
Federal Opportunity Zone Status

Dear Mayor Warren:

In support of the Department of Recreation and Youth Services, Bureau of Employment Skills Training Environmental Workforce Development and Job Training (EWDJT) grant proposal to the USEPA I am providing information about the designated federal Opportunity Zones located in the City of Rochester.

I understand that the EWDJT grant proposal is to refund and continue the highly successful Rochester Environmental Job (REJob) Training Program. The proposed REJob 2.0 Target Area is comprised of the four Brownfield Opportunity Areas (BOAs) in the City as well as the Rochester Monroe Anti-Poverty Initiative Pathways to Prosperity Pilot District.

There are 18 census tracts designated as Opportunity Zones in the City of Rochester. Nine of the Opportunity Zone census tracts fall entirely or partially within the EWDJT grant proposal Target Area. We are hopeful that the REJob 2.0 program can help leverage the potential that the Opportunity Zone business investment incentives to help stimulate job creation and growth in the City.

The USEPA grant proposal guidelines indicate that the USEPA may consider several "other factors" beyond the scored ranking criteria when making final funding decisions. Grant proposals with target areas located within Opportunity Zones may be given preference for grant awards.

We are hopeful that the grant proposal will be successful. Please let me know if you need additional information in this regard.

Sincerely,

Baye Muhammad  
Commissioner





May 20th, 2019

Hon. Lovely A. Warren, Mayor  
City of Rochester  
30 Church Street  
Rochester, NY 14614

Dear Mayor Warren,

On behalf of the Rochester-Monroe Anti-Poverty Initiative, I would like to express our utmost support for the City of Rochester's application for the Environmental Protection Agency's FY19 Environmental Workforce Development and Job Training (EWDJT) grant (reference # EPA-OLEM-OBLR-19-01). In collaboration with leaders from our community's non-profit service organizations, the City has completed what I believe to be a strong application. I am confident that we portray a compelling storyline, illustrating the dire level of need in our community, and necessity for new solutions to address extreme neighborhood distress. We view the EWDJT program as a key component to a strategy that would allow us to develop the skills and experience to help our residents be more employable, and develop economic opportunity in some of our most challenged neighborhoods.

The program also aligns well with our pilot neighborhood strategy, where RMAPI and its partners will be focusing resources and additional services in 4 contiguous neighborhoods. The City has made the commitment that some participants for the future training will be recruited from the pilot neighborhood.

Our support is driven from our mission to leverage our community assets and build a stronger network of government and nonprofit organizations to impact our areas of need. We believe this training program meets these objectives, and perfectly aligns with the efforts already underway through the work of our coalition partners.

Sincerely,

Dr. Leonard Brock  
Executive Director, Rochester-Monroe Anti-Poverty Initiative