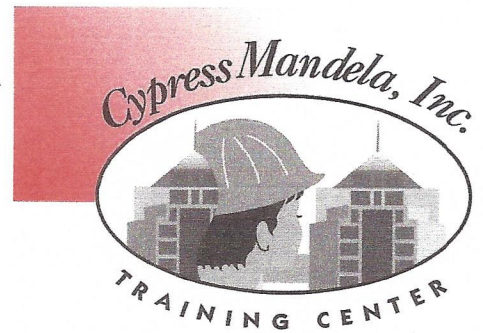


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TRANSMITTAL LETTER

May 20, 2019

(20)-JT-44-R09

EPA Headquarters
Attn.: Jessica Durand
1200 Pennsylvania Avenue, N.W.
Mail Code: 3903R
Washington, D.C. 20460

Dear Ms. Condon:

Cypress Mandela Training Center (CMTC), Inc.'s is submitting the following proposal to the Environmental Protection Agency's RFP Number (EPA-OLEM-OBLR-19-01), for environmental workforce development and job training grant. This grant will help us provide much needed living wage job skills to the economically disadvantaged residents of Oakland, CA.

Threshold Eligibility Criteria:

A. **Application Identification:** Cypress Mandela Training Center (CMTC), Inc., 977-66th Avenue, Oakland, CA 94621; DUNS #: 825895555

B. Response to the 9 Threshold Eligibility Criteria:

1. Applicant Eligibility: 501 (c) 3 Non-profit Agency
2. Demonstration the proposed project does not duplicate other federally funded environmental job training programs: CMTC does not currently receive funds from any of the listed Federal agencies and is not listed as a grantee on any of the listed websites.
3. Required HAZWOPER training: OSHA 29 CFR 1910.120 40-hour Hazardous Waste Operations and Emergency Response (HAZWOPER)
4. Federal Funds Requested: \$ 200,000.00
5. Training Curriculum Chart Indicating the Cost of Each Course (page
6. Target Area and Proposal Submission: **Congressional Districts:** CA-2, CA-11, CA-12, CA-13, CA-14, CA-15, CA-17, CA-18, CA-19, CA-20
7. Submission of Proposal: June 10, 2019

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

D. **Locations**: City of Oakland in Alameda County, California. We will serve all Bay Area residents emphasis Oakland residents Alameda County (Alameda, Berkeley, Emeryville, Oakland, San Leandro, Hayward, Newark, and Fremont)

E. **Contacts**:

1. Project Director: Arthur Shanks, (510) 208-7350 phone/ (510) 835-3726 fax, ashanks@cypressmandela.org
2. Chief Executive/Highest Ranking Official: Arthur Shanks, Executive Director, (510) 208-7350 phone/ (510) 835-3726 fax, ashanks@cypressmandela.org

F. **Date Submitted**: June 10, 2019

G. **Project Period**: Three years

H. **Population**: The target population includes those who are unemployed, under-employed, low- income, minority, residents of communities impacted by waste facilities, blighted properties, contaminated sites, as well as other environmental issues. 2010 Census data from the United States Census Bureau states that the City of Oakland has 390,724 residents, Alameda County 1,510,271 residents, and the Bay Area has 7,150,739 people. The overall population of the State of California is 37,253,956 according to the 2010 census figures from the U.S. Census Bureau.

I. **Training**: CMTC proposes to provide a variety of environmental training types, including:

- OSHA 29 CFR 1910.120 40-hour Hazardous Waste Operations and Emergency Response (HAZWOPER) training will teach students decontamination methods and procedures, how to identify potential hazards on a job site and workers' legal rights. We will also cover worker safety and health plans, and the use of various types of personal protection equipment.
- Solid Waste Management or Cleanup, such as integrated solid waste management, including, but not limited to household and industrial recycling management and operation; collection; operator of material recovery facility and/or recycling centers; electronic and household hazardous waste collection and recycling program operator; construction and demolition debris collection and recycling management; recycling center operators; training associated with solid and hazardous waste facility corrective action, landfill closures and capping activities; and waste minimization efforts.
- Superfund site cleanup and innovative and alternative treatment technologies training (i.e. "green remediation technologies), such as phytoremediation, bioremediation, or soil amendments; advanced sampling instrument operator training; or training in reuse

of bio-solids and other industry residuals associated with remediation of contaminated lands or solids waste facilities.

- Wastewater treatment training, such as wastewater treatment facility operators (treatment, collection, storage, and disposal), green (storm water) infrastructure maintenance storm water management, low impact development (LID), decentralized waster waste treatment systems maintenance, or related water waste management topics.
- Emergency response training, such as training for spill response and clean-up, including industrial and environmental (e.g., oil, spills, natural disaster, etc.), first responder, disaster site worker, and National Incident Management System (NIMS).
- Enhance environmental health and safety training, such as promoting chemical (substance, mixture, or article) safety awareness and stewardship; safe work practices (including an overview of content of material safety datasheets (MSDS), information on exposure guideline limits (Occupational Chemical Database); chemical inventories; inspection and proper chemical storage; engineering controls, such as well-designed ventilation to promote air exchange; use of correct personal protective equipment including respiratory protection, gloves, goggles, or coveralls, isolation of work areas; safe storage and handling of chemicals; promoting sanitation and hygiene; prevention of spills; universal hazard communication; green chemistry; medical waste handling and disposal; and training in an overview of any existing chemical-specific worker training and certification programs, including but not limited to: lead abatement,; lead renovation, repair, and painting (RRP); asbestos; diisocyanates (auto-refinishing and spray polyurethane form); pesticide worker protection standards; PFCs; PBDEs/HBCD; and others.

On behalf of the Cypress Mandela Training Center, I am pleased to submit the attached proposal requesting \$200,000.00 for three years in federal funds for the Environmental Protection Agency's Environmental Workforce Development and Job Training Grant.

Sincerely,

A handwritten signature in blue ink, consisting of a large, stylized 'A' followed by a horizontal line extending to the right.

Arthur Shanks
Executive Director

NARRATIVE PROPOSAL

Ranking Criteria

1. Community Need

The Cypress Mandela Training Center, Inc. (CMTTC) serves both men and women who are either hard-to-serve, veterans, unemployed and under-employed residents of the City of Oakland and the surrounding cities within Alameda County. Located on the eastern shore of the San Francisco Bay, Oakland is the eighth largest city in California with a total area of 78.0 square miles (202 km²), including 55.8 square miles (145 km²) of land and 22.2 square miles (57 km²) (28.48 percent) of water. Since the 1860's, when the Transcontinental Railroad located its western terminus in Oakland, the city remains an industrial and manufacturing hub. The Port of Oakland is the fifth largest container seaport in the United States and plays a major role in the movement of consumer goods in and out of the country. Oakland's international airport is also run by the port authority. Both these entities deal in hazardous materials. The former Oakland Army Base, which is located in West Oakland is underway for redevelopment and was identified by the EPA as a brownfield site. According to the Census 2010-2014 and the Alameda County Community Action Program nearly one in five residents of Oakland lives in poverty with 25% of children under 18 years old living under poverty level. Additionally, homelessness is a growing epidemic that affects 5,000-6,000 residents in the city to which 70% are families. As the number of homelessness and encampments increase daily, the amount of contamination (human waste, rotten, hyper-dermic needles and debris) is rapidly spreading and impacting vacant lots and open spaces that were previously not contaminated.

The need for affordable housing is urgent. 86 brownfields sites already identified in Oakland, and many of these properties are in the urban core, near transit and often in underserved communities with housing and economic development needs. These contaminated sites continue to pose serious health risks and blighted eye-sore to the community as well. These properties are contaminated and are underutilized based on the perception of remediation cost and the stigma associated with the minority demographical makeup. The willingness to invest in these underserved communities has been slow to non-existence for decades. Each site requires its own customized approach, both in analyzing the contamination and its impact on redevelopment, and also in the strategy and tools employed to move the property through the cleanup and redevelopment process. Redevelopment of brownfields also helps to takes development pressures off previously undeveloped property, thereby preserving critical open space. The community surrounding the Brooklyn Basin Project located in east Oakland (a luxury high-rise and mixed use redevelopment project) has a overwhelming number of environmental injustice issues persists. The results of the constant source of noise and fuel pollution have caused chronic respiratory illnesses among individuals living and working in that corridor of East Oakland. Many of the residences in Oakland have soil lead contamination in excess of acceptable US EPA limits. The Asthma rates in children living Oakland neighborhoods, especially in West Oakland, are more than 7 times the rate of the rest of the city. The unemployment rates are 25% or higher among African Americans and Asian populations, since the Employment Development Department does not count in their statistics those who are able to work but are no longer seeking employment. Some estimates set the unemployment rate of African American and Asian males at over 50%.

A. Community Description

In spite of having world class restaurants, a green belt that runs almost the length of the city, parks, numerous cultural institutions, established corporations as well as innovative new start-ups. And, even as the face of West Oakland is changing; there are artists' lofts where there was once urban blight and with its close proximity to the Bay Bridge and San Francisco, West Oakland has become a haven for young entrepreneurs and the high tech industry. The numbers of residents of Oakland, who reap the benefits of industrialized redevelopment, are far too low to consider significant, but bear the brunt of the environmental ill effects as well as the perpetuation of environmental social injustice. As new development spring up, residents from these neighborhoods cannot afford to pay a monthly rent of \$ 3000 on fixed incomes. As such, they are evicted and many of them have nowhere to go and end up on the street, either living out of their cars or SUV's. The amount of homelessness encampments is visible throughout Oakland (freeway overpass, railways, street and open spaces). Access to critical services becomes secondary to securing food, sleeping and protecting your personal belongings. The number of affordable housing that available is extremely low that even the Oakland Housing Authority is force to provide housing vouchers outside of their jurisdiction to neighboring counties (Contra Costa, San Joaquin, Salono and Stanislaus) where rents are affordable. The urgency for a balanced approach to redevelopment without gentrifying the majority of African American resident's from communities that they once called home for generations.

We will target special recruitment efforts towards residents of Oakland city-wide where the environmental justice issues exist. According to the 2010-2014 Census and the Alameda County Community Action Program:

- Nearly one in five residents live in poverty
- 25% of children under 18 live below the federal poverty level
- One third of the population is receiving some form of public assistance
- Homelessness affects 5,000-6,000 residents in the city, 70% of whom are families
- 28% of residents living in Oakland are African American (down from 48%: -20% decrease in 3-years)
- Median household income in the City of Oakland is \$39,626
- Median household income in Oakland is \$17,946

Many of these areas straddle economically depressed commercial and industrial areas. There is open air drug activity and many of the abandoned or foreclosed buildings are covered with gang tags and graffiti. Among Oakland's 35 police patrol beats, violent crime remains a serious problem in Oakland neighborhoods. Homicides remain disproportionately concentrated: There were 1117 homicides in Oakland between 2006 and 2015. The majorities (65%) of homicide victims in Alameda County were African American, and half were between the age of 18 and 34.

Demographic Information

Categories	Target Community Oakland	Alameda County	State of California	National
Population	390,724	1,510,258	37,253,956	308,745,538
Unemployment	8%	9.3%	10.0%	5.3%
Poverty Rate	21.0%	12.9%	16.4%	15.0%
Percent Minority	76.5%	56.0%	63.1%	37.6%
Per Capita Income	\$21,936	\$33,961	\$29,188	\$27,334
Demographic information gathered from (2010-2014): US Census Bureau, State of California Employment Development Department, Alameda County and the Center for Justice Tolerance and Community at the University of California Santa Cruz and the Bureau of Labor Statistics www.census.gov ; www.labormarketinfo.edd.ca.gov ; www.bls.gov				

Cypress seek an opportunity to continue efforts by the Environmental Protection Agency's (EPA) Brownfields grants to recruit and train residents to clean up brownfield properties, which also helps

eliminates the threat to residents and neighborhoods from hazardous substances, as well as frees abandoned and underutilized land for redevelopment. EPA's Brownfields redevelopment partnership with community based organization (such as, Cypress Mandela Training Center) and local governments (City of Oakland and the Association of Bay Area Governments) has a proven track record for succeeding in environmental workforce development job training, and transforming blighted contaminated properties throughout Oakland into safe, vibrant elements of the City fabric. Several Brownfields success stories include: Coliseum Intercity Rail Station, Cryer Boatyard, Habitat for Humanity Housing (East Oakland), Humanity Housing (Fruitvale), MLK Shoreline Park at 66th Avenue Swan's Market Union point Park, Uptown Apartments and Lion Creek to highlight few of them.

In fact, Lion Creek Crossings, located in East Oakland was a comprehensive redevelopment and revitalization of Coliseum Gardens, formerly a distressed public housing development (notorious for its drug and violent crime culture). This transformative development serves as a catalyst for future transit-oriented development around the Coliseum BART station in Oakland, and where many of graduates worked as their first brownfields' project.

B. Labor Market Demand

We conducted extensive outreach to environmental employers that resulted in a number of meetings at our training site as well as at local job sites to survey employer projections for future needs as well as the types of certifications and trainings most valuable to them. Survey topics were:

- Projected employer needs for the next 3 -5 years
- National, regional as well as local trends
- Most valuable certifications
- Average per hour salary at entry level
- Average per hour salary at supervisory level
- Areas of life skills and job readiness that training should focus on
- Lessons learned from past employees/troubleshooting issues

There are three major redevelopment projects in progress in Oakland including our target community development of Brooklyn Basin. The other two projects include Oak knoll Naval Hospital, and the Oakland Army Base. The estimated projected cost for each is specified below:

- Brooklyn Basin Project on the Oakland waterfront - \$1.5 Billion dollars on 65 acres
- Oak Knoll Naval Hospital - \$300 million dollars on 182 acres.
- Oakland Army Base - \$690 Million dollars on 310 acres.

This outreach to the environmental employer community resulted in Cypress being selected as the site of the Northern California Professional Environmental Marketing Association (PEMA) meeting. PEMA is a national organization with local chapters. Members are involved in business development, marketing and other professional activities in the environmental field. Environmental professionals and employers throughout Northern California attended the event and EPA Superfund Site Manager Rose Marie Caraway was the keynote speaker. Each environmental employer made a monetary donation to CMTC and the professional organization matched the contributions. This level of employer commitment to the current trainings we provide only demonstrates the confidence the employers have in the CMTC training. We also hosted the Pete (National Partnership for Environmental Technology Education) Conference and conducted 20-hour DOT Hazmat regulations trainings for trainers from across the U.S. With expanded certifications our graduates will be more in demand and able to widen the scope of their employment. CMTC staff regularly attended these employer gatherings to network and to keep up on national and local trends and develop jobs for emerging markets.

According to the Bureau of Labor Statistics, which is being developed under the sponsorship of the U.S. Department of Labor/Employment and Training, the following occupations have a bright outlook projected for California.

Estimated Employment and Projected Growth in California, 2016- 2026*					
Occupation	Estimated Employment	Projected Employment	Numeric Change	Percent Change	Additional Openings Due to Net Replacements
Refuse and Recyclable Material Collectors	18,200	21,700	3,500	19.2	5,300
Hazardous Materials Removal Workers	5,700	6,300	600	10.5	1,500
Water and Liquid Waste Treatment Plant Workers	8,700	10,400	1,700	19.5	1,900
Environmental Engineers	5,600	6,800	1,200	21.4	1,200

Estimated Average Annual Job Openings in California, 2016- 2026*			
Occupation	Jobs From Growth	Jobs Due to Net Replacements	Total Annual Job Openings
Refuse and Recyclable Material Collectors	350	530	880
Hazardous Materials Removal Workers	60	150	210
Water and Liquid Waste Treatment Plant Workers	170	190	360
Environmental Engineers	120	120	240

*www.bls.gov

Employer Surveys

Cypress has been providing a variety of environmental certifications since its inception. We started by providing lead and asbestos remediation with employment geared towards the Oakland Army Base, the Alameda Naval Air Station, the Mare Island Naval Shipyard and private construction sites, both commercial and residential. Local and city specific data was collected through local employer surveys. The surveys were instrumental in providing us technical assistance in regard to current and future demand for environmental certifications.

2. Training Program Structure

The chart below represents one training cycle. Each consecutive training cycle will follow the same format with adjustments for holidays, etc. Outreach and recruitment will be done on a continuous basis. Staff will continue to meet with our partner community to learn of and attend community recruitment and information fairs. We will also attend job fairs and target specific populations through events in the community geared to meet their needs, for example re-entry or veteran's job fairs. Potential trainees will be able to sign up for the next orientation on our website also.

Each training cycle will run for 16 - weeks. The first 8 - weeks will be life skills and boot-camp training not paid for by this grant. The life skills component will consist of work readiness, job search and job retention, potential barriers to employment, attendance, punctuality, work habits, work attitude, the ability to take directions and personal work initiative. The final 8 - weeks will be the environmental trainings and certifications and the details are listed in the below chart.

Staff will also conduct weekly job clubs to which environmental employers are invited to attend, both as speakers and potential employers. Students also learn soft skill development that focuses on business etiquettes, such as how to meet and greet people; proper dress attire; resume development and interviewing techniques (including mock interviews); business writing using social media platforms; how to research companies for career opportunities and following up with perspective employers.

At the end of each training cycle, a graduation ceremony is held to highlight each student's achievement. Students will receive their environmental training certificates at the ceremony. We traditionally schedule the

next orientation and information session for the same day to maximize the use of the venue. Caltrans provides us facility logistics with their auditorium for our orientations and graduation ceremonies (in-kind service to us).

Ron Snyder of the Community College Consortium for Health and Safety Training, (CCCHST) and the National Pete Association were consulted during the development of this curriculum.

According to employers and industry professionals surveyed, the certifications we propose to provide will significantly increase the demand for our trainees in the local area environmental industry.

Course Name	Awareness Or Advanced Level	State or Federally Recognized Certification	# of Hours	Start Date/ End Date	# of Times Course will be Offered	Training Provider	Cost of Course	Percent of Grant Budget
Introduction to EPA and OSHA	Awareness	Yes	8	TBD	5	Staff	\$ 15,000.00	7.5%
Waste Site Worker Health and Safety	Awareness	Yes	40	TBD	5	Staff	\$ 66,273.00	33%
Confined Space Awareness	Awareness	Yes	16	TBD	5	Staff	\$ 17,000.00	8.5%
Asbestos Awareness	Awareness	No	16	TBD	5	Staff	\$ 17,000.00	8.5%
Phase II Environmental Site Assessment	Practical Observation	No	TBD	TBD	5	ABAG/ Contractor	\$0.00	0%
Injury and Illness Prevention Awareness Program	Awareness	Yes	5	TBD	5	Staff	\$ 13,000.00	6.5%
Hazard Communication Right to Know	Awareness	Yes	2	TBD	5	Staff	\$ 10,000.00	5%
Ergonomic Hazards	Awareness	No	2	TBD	5	Staff	\$ 10,000.00	5%
Mold Awareness and Inspection	Awareness	No	4	TBD	5	Staff	\$ 12,000.00	6%
Hazardous Material Training Awareness	Awareness	Yes	2	TBD	5	Staff	\$ 10,000.00	5%
Life Skills and Related Training	Supplemental	No	80	TBD	5	Staff	\$ 0.00	0%
Job Readiness Training	Supplemental	No	40	TBD	5	Staff	\$ 0.00	0%
Total							\$ 170,273.00	85%

All classes will be conducted on site at CMTC's 977-66th Avenue, East Oakland facility. We have the space to house all the necessary equipment as well as accommodate a large number of trainees. We have our new 71,000 square feet of office and training classrooms/warehouse space. All trainings listed above will be provided by CMTC staff.

3. Budget/Resources

Budget Chart

Project Funding	Outreach	Instruction	Management	Tracking	Total
EPA Project Funding					
Personnel	\$4,100	\$101,867	\$8,633	\$3,200	\$117,800
Fringe Benefits	\$1,110	\$27,579	\$2,337	\$866	\$31,892
Travel	\$300	\$0	\$1,200	\$0	\$1,500
Contractual	\$0	\$0	\$0	\$0	\$0
Supplies	\$300	\$15,790	\$500	\$150	\$16,740
Communications	\$985	\$0	\$1,775	\$0	\$2,760
Maint. Agreements (Equipment)	\$150	\$27,008	\$1,650	\$500	\$29,308
Total EPA Funds	\$6,945	\$170,273	\$18,416	\$4,366	\$200,000

Budget Narrative: A total \$200,000 in funding is respectfully requested from the U.S. EPA.

Our personnel costs include 7.5% of the Executive Director's salary. He will be responsible for the overall administration of the grant and all grant activities pertaining to the daily operations of the training center. He is also one of the instructors on record for the environmental training since he is a certified instructor. 19.8% of Instructors salaries. These instructors will conduct day to day classroom activities. Program Analyst/Training Counselor will counsel and follow-up with students and develop jobs for graduating students 11% of the salary will be billed to this grant. Program/Training Assistant will be responsible for assisting instructors in the classroom and assist with special assignments related to students and 13% of his salary will be billed to the grant.

Fiscal Director/Controller will be responsible for all fiscal matters and reporting on expenditures.

Fringe benefits will include employee statutory benefits, union dues; medical and dental insurance will be charged to the grant at a rate of 27% of staff salaries.

Travel includes staff travel to annual EPA conferences, and local travel costs for recruitment and outreach of potential trainees.

Contractual includes an amount of \$27,008 for a portion of the cost of the training facility rental and utilities.

Supplies include an amount of \$16,740 for items necessary to implement the various aspects of the environmental training. Including Level A hazardous waste suits, masks, disposable Tyvek suits, soil coring equipment, gas meters, respirators, disposable gloves, boots and related classroom supplies.

Other includes \$2,760 of communication costs; telephones and internet services and maintenance agreements in the amount of \$2,300 for office equipment used for training activities – copier and postage machine.

4. Program Structure, Outputs and Outcomes

Overall # of Participants Enrolled in the Program	# of Graduates from the Program	#of graduates Placed in Environmental or Related positions
80	75	70

A. Program Outputs and Outcomes

Output: Provide outreach to a minimum of 250 unemployed, under-employed, poor, minority, ex-offender, veterans and at-risk young adults.

Output will be measured by: Sign-in sheets will be used to verify how many people attended each outreach and recruitment session. Information will be gathered and totals added up and reported in quarterly reports.

Output: Assessment services, skills test and interview, to 125 participants and a minimum of 35 people will be referred out to other services.

Output will be measured by: The number of participants who took the assessment tests and the number who after the interview portion of the assessment were referred out to other services. These numbers will be tabulated on a spreadsheet and included in the quarterly reports. The TABE assessment of language and math will be included in student file as well as the rating sheet from the interview panel.

Output: Provide classroom training to 75 students during 6 training cycles.

Output will be measured by: At the end of the final training cycle 75 students will have received environmental training, have student folders, and be entered into the student database. The pertinent information will be gathered, updated and stored at the training center and all pertinent demographic and academic information will be accessible to internal as well as external monitors. The required information will also be entered into the EPA's tracking system ACERS.

Output: After the final training cycle 75 graduates will have certifications in OSHA 40 hour HAZWOPER training, certifications in environmental sampling and site clean-up methods, training in innovative and alternative technologies, and environmental health and safety certifications.

Output will be measured by: The number of graduates after the final training cycle, who has received certificates of completion for the listed trainings. This data will be gathered and kept in the CMTC student database and reported quarterly and in the final report.

Output: A total of 75 graduates will receive awareness training in underground storage tank leak prevention, wastewater treatment facility operations, and green (storm water) infrastructure maintenance and management and wastewater management systems training.

Output will be measured by: The number of graduates after the final training cycle that have completed the required trainings and received the listed certificates. This data will be tracked through our in house database and on student files.

Output: Job placement goal will be 70 trainees. This is a 93% placement rate.

Output will be measured by: The number of graduates placed in environmental employment after graduation. Job placement and tracking forms will be completed by employers and we will enter the information into the database. The placement forms will contain the following information; student name and student identification number, name of employer or apprenticeship program, date of placement, and hourly wage. The placement data will be tracked in the database and hard copy information on placement will be added to the student file.

Output: Through follow-up phone calls to the graduate as well as the employer and employer site visits, we will maintain a 70% retention rate. Students will receive mentoring while on the job by staff and through the unions apprenticeship training programs as well as contractors.

Output will be measured by: 90 day completion forms will be filled out by staff after contacting the employer or apprenticeship program. The employment retention rate will be tracked through the database which will be updated as employee status reports are available. We will track workers at the 30, 60, 90, 180 and 365 day periods of employment.

Output: Re-employment, counseling, and referral services. We will provide re-employment and referral services through job clubs and counseling. We will attempt to mitigate whatever issues employers have with the employee and make every effort to retain employment. But if this is not possible we will mentor and take aggressive steps to re-employ the graduate.

Output will be measured by: Services provided to facilitate employment will be documented in case notes. If there are other issues that prevent the student from gaining employment then the student will be referred appropriately and case notes on the barriers to employment will be kept in the participant folder. This data will also be entered into the database and reported on.

Program Outcomes:

- i. Provide environmental employers with a skilled and certified workforce drawn from residents of neighborhoods most affected by environmental justice (EJ) issues and brownfields sites.
- ii. Place competent and skilled workers with employers who are able to mitigate brownfield and other hazardous sites in inner city neighborhoods thereby reducing the exposure of adults and children to hazardous substances and improving health.
- iii. Training those who live in areas affected by health and safety issues to be better advocates for themselves, their families and their community and increasing health and occupational safety.
- iv. Through environmental, chemical, and occupational training increasing the knowledge base of traditionally disenfranchised people, leading to a greater awareness of their environment and wellbeing.
- v. Stimulate the development of partnerships between contractors, and government agencies doing the assessment and clean-up and community based organizations who train workers from impacted communities.
- vi. Reduce the rates of poverty, crime, blight, dropout rates, recidivism and hopelessness in communities with a large number of brownfields.
- vii. Move individuals and families toward economic self-sufficiency by preparing them for employment in livable wage careers in the environmental sector.

Program Progress Evaluation: will be done through a database management system by which program participants will be tracked throughout the classroom training cycle, soft skills instruction, job search, employment and retention follow-up. The database will have the capacity to generate both demographic as well as milestone reports and will allow counselors to manage each client's progress and achievements. The proposed curriculum and timeline has been designed taking into consideration past experience as well as the needs of the expanded trainings this grant will allow us to offer. After the first training cycle the data will be analyzed and necessary adjustments to the milestones will be made with input from EPA staff. The attached milestone schedule clearly identifies the tasks related to program implementation and is realistic and takes into account the needs of the participants and employer requests.

B. Recruitment and Screening

- i. Outreach and Recruitment: The Cypress Mandela Training Center in conjunction with its partnering organizations, will conduct an outreach campaign through local media, flyers, and outreach, community based organizations and career centers to alert job seekers throughout the local area of the training opportunities available for persons interested in careers in the environmental remediation, the Port of Oakland, and green technologies field. The One Stop Career Centers throughout the East Bay and the Alameda County Social Services Agency will play a primary role in reaching economically disadvantaged residents and CalWORKS participants. The Oakland Housing Authority has committed to assisting CMTC in conducting a number of informational recruitment workshops at their facilities for Housing Authority residents. Recruitment efforts will also be targeted towards veterans associations, faith based organizations and re-entry programs for individuals

coming out of the criminal justice system. We will coordinate with other community based organizations that serve historically disenfranchised communities. The following organizations will assist with outreach and recruitment:

• Spanish Speaking Citizens Foundation	• Unity Council	• Oakland Housing Authority
• Oakland Chinese Community Council	• United Indian nations	• TradesWomen, Inc.
• Alameda County Adult and Juvenile Probation Department	• Vietnamese Community Development, Inc.	• The Superior Court of California, County of Alameda
• Lao Family Community Development, Inc.	• Alameda County Veteran's Service office	• Family Services

These organizations will help recruit specific minorities and women who are under-represented in the environmental remediation and related industries, as well as residents from the inner city and industrial areas of Oakland, San Leandro, Berkeley, Emeryville and Richmond that have brownfield sites.

ii. Orientation, Eligibility Screening and Assessment: All potential participants will undergo these three steps. Orientation sessions will provide candidates programmatic information beyond that which was distributed during recruitment efforts. At this time eligibility requirements to the program will also be validated. These requirements are:

- Age 18, or 17 with a high school diploma and parental consent
- Lawfully authorized to work in the United States
- Possessing of or in the process of obtaining a high school diploma or GED
- Possessing of or having the ability to obtain a California driver's license

After the orientation eligible candidates will be assessed to determine their interest and capability to accomplish the environmental training and certifications using a detailed vocational interest questionnaire. Basic math and verbal and language comprehension will be also assessed using the Test for Adult Basic Education (TABE).

The final screening will be a candidate interview with a panel consisting of a training instructor, community member and an employer in the environmental field. Experience has shown us that this interview helps us gauge the attitude and motivation of a candidate and greatly reduce dropout rates and program attrition.

If attrition rates fall below the stated program completion numbers, then additional candidates will be recruited for the next training cycle. By the second year we will have a clear idea of attrition rates and outreach and recruitment will be scaled up to meet the completion rates.

iii. Training or Program fees: The participants will not be charged any fees. All costs relating to the various environmental certifications will be met by the training center.

iv. Location and Accessibility: The CMTC is located in the heart of the industrial district of East Oakland. Our 70,000 square feet industrial office and training classrooms/warehouse space is easily accessible by city streets from Oakland, freeway, and AC Transit bus service. The Oakland Coliseum BART station is one block away and there is free street parking around the training center. The building is equipped with 7 roll-up doors for equipment deliveries and is ADA compliant.

C. Program Support

Job search support and initial job placement as well as continuous placement assistance and re-employment services will be provided to all participants.

i. ***Pre-employment Skills and Counseling:*** Will be offered to all participants. Classroom instruction in life skills will focus on how they pertain to employment, work readiness, job search and job retention. Attendance, punctuality, work habits, work attitude, the ability to take and follow directions, personal work initiative and potential barriers to employment will be part of this module. Students who lack a high school diploma can avail themselves of onsite tutoring and will then be referred to GED test sites. More and more, green economy jobs require technical knowledge and employers are requiring a minimum of a high school diploma, as are bonafide apprenticeship programs. (These services will not be paid for by this grant.)

ii. ***Resume and Interview Skills Training:*** Will be part of the post training curriculum. Students will attend resume writing workshops held in the fully equipped computer lab which can accommodate 25 students. These workshops will encompass a broad spectrum of pre-employment skills. Instructors will conduct mock interviews which will be videotaped and critiqued by students. Industry professionals as well as motivational speakers will make presentations at these workshops. (These services will not be paid for by this grant.)

iii. ***Job Development, Placement and Referral:*** These mechanisms will work closely to coordinate and partner with community organizations and employers to stay up to date on job openings and upcoming remediation / environmental projects.

iv. ***Job Site Mentoring Services:*** Will be part of the training as this greatly increases job retention. Long standing employer relationships help us work with both the client and the employer to mitigate issues before they lead to termination of the client. Mentoring is done formally by agreement with supervisors in the field, the 100 Black Men organization, and former graduates. Local union staff has also performed this function as part of their volunteer obligations. Less formal mentoring will be done by staff through phone calls to the graduates and job site visits. These services will ensure job retention and continuous employment. (These services will not be paid for by this grant.)

v. ***Follow-up Services, Re-employment and Student Tracking:*** Will be done for one year after the graduates are placed in unsubsidized employment. Graduates are welcome even past the one year tracking date to attend Friday morning job clubs to share employment information, solve problems and network with industry professionals. (The Job Club will not be funded by this grant.)

vi. ***Federal and Local Hiring Incentives:*** Will be used as much as possible to increase the likelihood of program participants being hired and achieving continuous employment. Most trainees will reside in the Enhanced Enterprise Zone in Oakland. A State Hiring Tax Credit will apply to most trainees. This incentive allows businesses located in the Zone to take 50% of their qualified employees' first year wages as a California state tax credit. Oakland has a 15% apprenticeship hiring policy, where 15% of all apprentices on public works projects must be residents of Oakland. The Port of Oakland has a Project Labor Agreement, whereby 50% of labor performed by apprentices must be from the Local Impact Area. Oakland also has First Source agreements with all major contractors doing construction in the City of Oakland and Alameda County. We are also the direct entry training program for the Building Trades. These incentives will help us achieve a 80% placement rate and a 70% retention rate. We will work with the State of California Employment Development Department Job Service office located in downtown Oakland to provide employers with information about the Work Opportunity Tax Credit program which provides federal tax credits to employers hiring individuals with barriers to employment or low income. We are closely partnered with the Oakland Workforce Investment Board (WIB) and will attend WIB meetings to promote the program and the various tax benefits to employers.

D. Program Sustainability

The sustainment strategy is to aggressively seek other available funding to continue the project after the grant period ends. The Cypress Mandela board has outlined specific strategies ensuring the long-term sustainability of the project. In addition, relying on our unique partnerships will also help reinforce sustaining the project based on the program merits, as well as providing different avenues for exploring and securing additional funds.

Our intent is to preserve all components of the project in order to continue training a well-qualified and developed workforce to meet the challenges of today's green environment and related pathways in construction. Given, the current economic challenges workers face, employers are demanding a more skilled and qualified workforce in lieu of hiring workers with little or no skills. Therefore, this project serves as a vital vehicle in serving the urban community, especially helping Oakland residence become part of the workforce that is well trained, qualified and skilled tradespersons.

5. Community and Employer Partnerships:

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

We recently have built collaboration with the companies listed below to direct hire our graduates at their West Oakland job site. Dynegy is an independent power producer with power generation portfolio of an estimated 14,000 megawatts of baseload operating in six states. Dynegy has entered into a partnership with CMTC for hiring our graduates as well as providing access to their facilities, specifically the Oakland Power Plant in Oakland, CA. In addition, the Pacific Gas & Electric Company has hired one hundred ninety two (**192**) of our graduates as a result of their environmental training and certifications, and serves as on-site environmental technicians. As a result of the highly skilled graduates' success in PG&E, they are expanding and making more career opportunities within PG&E's environmental remediation department. These are newly created positions negotiated through the partnership that for developing long-term and self-sustaining career paths. Other key employer partnerships are with East Bay Municipal Utility District (EBMUD) and the San Francisco Public Utility (SFPUC), who have provided access to their facilities for in-kind trainings and tours as well as continue to recruit and hire our graduates. The EBMUD produces about 2.5 billion eight-ounce glasses of clean, crisp mountain water for East Bay customers every 24 hours. Since 1951, the District has protected the San Francisco Bay by providing wastewater treatment for 650,000 customers and helping businesses and residents keep pollutants from reaching the bay. The Bay Area Rapid Transit (BART) has also partnered with Cypress for advance workforce development training and they have 30 positions (Track and Structural Workers) committed for our graduates. Aerotrek has been another successful partnership as they continue to hire our graduates for environmental Technicians and Hazardous Waste Operator positions. Tri-CED Community Recycling is a non-profit that is active in the community. They not only provide onsite training to young people but are a business that generates income for the community work they do, and are also a certified waste management company and an e-waste recycler.

Representative Name	Company Name
Richard Valle	Tri-CED Community Recycling
	Clean Harbors Environmental
Justin Real	Pacific Gas & Electric Company (PG&E)
Prem Bajaja	Bay Area Rapid Transit (BART)
Justin Brady	AeroTek

These recent efforts and our long term partnering with environmental employers foster and strengthen our job development efforts. The endorsement we get from the City of Oakland and the Workforce Development Board (WIB) makes us a viable source for well trained workers in the eyes of employers.

B. Community Partnership Building

Cypress has been a mainstay in the West Oakland community as well as the City of Oakland for over 2 decades. We are a part of the social fabric of the community. Our facility is often used for community events and the local residents are familiar with both the training program as well as staff. On March 15, 2019, we held a community meeting at the training site to inform the community of our intention to apply for an EPA Workforce Development Grant that would increase our capacity to provide environmental training and certifications. The informal gathering was held after traditional work hours so a greater number of people could attend. We also gave community members a chance to tour the facility and see some of the personal protection equipment and hands on training equipment used in some of the environmental trainings.

Contact was made with the Association of Bay Area Government and the City of Oakland's Environmental Service Department to inform them of our proposal. Although their main focus is assessment, they have EPA grant funds to assess 22 Brownfields properties that affect residents. We have opportunities for our prospective EWDJT students to observe environmental contractors as they do sampling work under the EPA Brownfields grant and other collaborative opportunities as well.

Partnerships help the Center expand its services and to the community without incurring additional cost. Peralta Community College District's partnership with Cypress offers college credits for the carpentry class. Students have access to the library, bookstore, and the facilities at the college at large. We will work diligently to provide the same access for the students enrolled in the environmental training program as well. The Associated General Contractors of America, The Building and Construction Trades Council of Alameda County AFL-CIO, The Northern California Carpenters Regional Council, and Northern California Teamsters have partnered with us and assisted with monetary as well as in-kind donations. They will continue to support the center as guest speakers, provide technical assistance, access to job fairs, and employment opportunities. Union members also sit on student interview panels and assist with recruitment drives.

California Department of Transportation (Caltrans) has pledged its continuing sponsorship of the program through in-kind support such as providing the continued use of its auditorium for graduation ceremonies and technical support when needed. Caltrans staff will also inform the program director of upcoming Federal-aid highway construction projects, where hazardous waste remediation is often needed and contracted out, and contracts awarded within the local district.

The Port of Oakland will provide in-kind services. We regularly assist and coordinate with the Ace Mentor program through McCarthy Construction, a significant financial sponsor of CMTC and the main contractor on the multi-million dollar Oakland Kaiser hospital project. The Port will keep the director informed of construction projects at the Airport and the Port as well as information on job fairs and targeted recruitment drives.

University of California Berkeley, Labor Occupational Health Program (LOHP) has provided in-kind training and certification to the Cypress students in Environmental Health and Safety. We refer students to C.U.R.A., Inc., which provides therapeutic residential treatment to individuals struggling with substance abuse issues. We are also partnered with the Alameda County Workforce Investment Board (WIB), serving as a crucial linkage in the recruitment of individuals receiving city services. We plan to partner with Building Futures for Women and Children, Eden Information and Referral, and Davis Street Family Resource Center South Prescott Neighborhood Association and Community Action Group during recruitment drives.

C. Employer Involvement

Through informal gatherings as well as more formal meetings and tours held at the center we were able to both poll the environmental employer community with regards to their needs as well as inform them of the environmental certifications we currently provide. We met with the local environmental employers listed above regarding employee hiring needs and curriculum development for the local area Brownfields remediation sites.

Pacific States Environmental Contractors (PSEC), Inc. and its affiliated companies, Desilva Gates and Gallagher & Burke have an established track record of hiring Cypress graduates. PSEC has committed to hire additional CMTC's graduates under their environmental remediation company that ranges from power plant demolition to manufactured gas plant remediation services over the next few years. Executives from Pacific Gas & Electric

(PG&E) visited the center and were impressed with the level of professionalism and competence exhibited by the trainees and agreed to partner on workforce development. PG&E is a major employer and utility generator and provider in northern California with numerous power generation manufacturing plants and sites that require remediation and clean-up. PG&E has committed to help train and continue to hire more CMTC's graduates through the PowerPathway Program.

The following companies have made commitments of substantial monetary support as well as commitments to make in-kind donations of tools, lumber, volunteer speakers, and sit on interview panels, as well as hiring commitments: Pacific Gas and Electric Company; Astro Construction; The Wade Group; Clean Harbors Environmental; Desilva Gates; Swinerton Incorporated, American Bridge/FLUOR, MCM Construction, James E. Robert- Obayashi Corp., Turner Construction, and Flatiron Construction and McCarthy Construction Company, and McGuire and Hester.

6. *Leveraging*

The Building Trades and individual contractor donations have supported the implementation of the EPA environmental grants in the past, and will continue to do so with this current proposal. We have memoranda of understanding with a number of large local contractors for significant financial donations over a three year period. We also receive non-restricted funds from a number of foundations. CMTC is part of the partnership that the East Bay Community Foundation has built to advance their mission to increase the self-sufficiency of East Bay residents. The select group of non-profits that the foundation has chosen will be funded on a regular basis. Additionally we benefit from their in-kind support. We are able to access their fund raising consultants and the staff training they provide, at no cost to the center. BuildingBlox is a high end development consulting service that has an impressive portfolio of clients, and we are able to avail ourselves of their expertise in fundraising matters. Staff development costs are also met by the foundation.

Portions of our life-skills training, GED preparation, child care, and substance abuse counseling are in-kind contributions from other agencies we partner with, and are valued at over \$75,000 per training cycle.

CMTC administrative costs will be met though the unrestricted funds that the center receives, as outright donations from contractors, and fundraising efforts as well as foundation grants.

Non-EPA Project Funding					
International Brotherhood of Electrical Workers	\$0	\$48,000	\$0	\$0	\$48,000
Pacific Gas & Electric	\$0	\$135,000	\$10,000	\$5,000	\$150,000
John Cahill Fund	\$5,000	\$35,000	\$5,000	\$5,000	\$50,000
East Bay Community Foundation	\$5,000	\$45,000	\$10,000	\$0	\$60,000
Fundraiser/Donations	\$20,000	\$60,000	\$20,000	\$20,000	\$120,000
Total Non-EPA Funds	\$30,000	\$323,000	\$45,000	\$30,000	\$428,000

7. *Programmatic Capability:*

A. *Grant Management System*

Grants are managed through an in-house database system which is also able to generate reports. The CMTC have experienced staff dedicated to managing the database, as well as client files. Both counselors and instructors will be responsible for case notes and updates on client files. Fiscal management will be done on a separate financial management system which is overseen by our Fiscal Director/Controller, Meserat Zeleke, who has over 20 years of experience in non-profit accounting and financial management. The entire project will be managed by our Executive Director, Art Shanks who has over 39 years of project management experience, both in construction as an employer and union trainer and, for the last twenty three years at the helm of the

CMTC. All of our instructors have upwards of 25 years in construction experience and are union certified. The Executive Director, as well as the instructors, are all certified to teach the environmental classes. They regularly attend train the trainer courses and have maintained current and up-to-date teaching certificates. Additional environmental courses will be taught by union certified instructors from the International Chemical Workers Union Council Center for Workers' (ICWUC) Health and Safety Education. This has been an in-kind service and partnership for the past decade. These instructors have taught environmental classes to every training cycle. We are also in partnership with the Labor Occupational Health Program (LOHP) at the University of California in Berkeley. The LOHP staff has also taught occupational health and safety classes at the CMTC as an in-kind service for the last 15 years. More than 80% of the CMTC staff has been with the training center for over 15 years. The CMTC is an established and well regarded non-profit that fills a unique niche in the Bay Area and should staff turnover happen we are well positioned to replace staff members. Our instructors make union scale wages and we will be competitive in hiring the best persons for the job. Many of our staff members live in the community and have a vested interest in the success of the program.

Reporting to the EPA will also be done through ACRES. Cypress has the infrastructure and equipment already in place for performing environmental training. The 71,000 square feet training facility has adequate space to deliver high quality environmental certification training / exercises.

B. Organizational Experience

CMTC was created after a portion of Interstate 880 collapsed during the 1989 Loma Prieta earthquake, killing 42 people. The West Oakland communities that had been isolated and cut off from downtown businesses by the original freeway built in 1957, and who faced decades of environmental justice issues were ready to have input in the re-building of the new freeway. The community was looking for ways to participate in not just the location and design of the new freeway but also for ways to benefit from the well-paying construction jobs that were being brought into the neighborhood. The CMTC was formed to be the premier training institution for pre-apprentice construction and to provide well trained workers to transition into jobs on the new freeway construction and to gain direct entry into the trades. The training center was funded by a 1.2 million grant from Caltrans, the California Department of Transportation. The pre-apprentice construction training that the CMTC provided initially was geared towards training and placing local area residents in lucrative highway construction jobs. Additional funding was provided by Caltrans and other entities to continue the successful training.

We remain true to our original mission and provide a pathway for those historically discriminated minorities and women to obtain high end career focused training and certifications; and gain access to well-paying environmental and construction careers.

i. Cypress has more than two decades of experience recruiting, training and placing minority, unemployed, veterans and ex-offenders in our target community. The majority of the participants we serve in our current pre-apprentice job training and environmental certification program are unemployed, ex-offenders, veterans, persons of color, low income, and other disenfranchised people.

ii. Environmental Training Experience: Since 1998 Cypress has applied for and received Brownfields Job Training Pilot Grants, Brownfields Job Training Grants, and is the current recipient of a Brownfields Job Training Cooperative Agreement. This project began in October of 2012 and continued until October of 2014.

C. CMTC has had no audit finding.

D. Past Performance and Accomplishments:

i). Currently, or has ever received an EPA Brownfields Job Training Grant:

CMTC has been the recipient of 4 EPA Brownfields Job Training Pilot Grants: 1998 to 2000; 2000 to 2002; 2002 to 2004; 2012 to 2014; 2016-2019. From 2002 through 2004, we received an EPA Brownfields Job Training Grant every 2 years until 2010 and 2018.

Grant #	Project Period	Funds Expended	# of Participants Trained	# of Participants Placed	% placed in Full-time employment	Data Updated in ACRES (Yes/No)
99T44501	08/01/2016 - 05/30/2019	\$198,682.48	100 (goal: 65)	81 (goal: 52)	81% (81/100 - actual goal) (goal: 80%)	Yes
99T21101	10/01/2014 - 10/31/2017	\$138,000	80 (goal: 75)	65 (goal: 52)	81% (65/80 - actual) (goal: 80%)	Yes
JT-00T99401-0	2012 10/31/2014	\$199,999	94 (goal: 90)	68 (goal: 60)	75%	Yes

Funds expenditure: As of the 20th of May 2019, we have expended \$198,682.48 of the \$200,000 grant. The unexpended balance as of 20th of May 2019 is \$1,317.52. This active, three year EPA Brownfields Job Training Grant has helped to fund our environmental certification training program. We are 100 percent through the current training grant cycle that is scheduled to end on 07/30/2019. This proposal will help fund recruitment and training for our 8-week cycles OSHA and Environmental Safety training and related services. The related services and addition training will include construction readiness training, and extensive construction math. We plan to seek other non-EPA funding sources to continue this type of training through our 16-week training cycles.

Compliance with grant requirements:

- a. The CMTC is in compliance with the grant agreement and are up to date in the work plan schedule, and terms and conditions. We are making progress towards meeting the expected results of the grant.
- b. All of the EPA reports are current and up-to-date.

Accomplishments:

- a. We committed to train 65 students and place 52 in the two year period of our proposal to the Training EPA Brownfields Job Training Grant program and we maintained the same numbers in our negotiated work plan.
- b. The actual number of trainees' to-date is 100.
- c. The current placement rate is 81% with 81 graduates placed in unsubsidized employment or with union apprenticeship programs (we are only 99% through the grant period with 3-weeks to go on grant # 99T44501).
- d. Original anticipated training goals have been meet and/or exceed the stated goals.
- e. Data is accurately reflected in ACRES at the time of this proposal submission.

Cypress-2019 Environmental Workforce Development and Job Training Program

Milestone Schedule

<ul style="list-style-type: none">▪ Introduction to EPA and OSHA – 8 hour
<ul style="list-style-type: none">▪ Waste Site Worker Health and Safety – 40 hours The course provides participants an opportunity to learn basic skills and knowledge about protecting the health and safety of personnel working with hazardous wastes and hazardous waste site work. Recognition and control of hazards at the site are presented through illustrated lectures and small group activities.
<ul style="list-style-type: none">▪ Confined Space Awareness – 16 hour This course covers hazards, monitoring, permit systems, entry and exit procedures. Regulations specific for supervisors, attendants, and entrants are addressed. Entry equipment, ventilation equipment, retrieval systems and monitoring equipment is demonstrated.
<ul style="list-style-type: none">▪ Asbestos Awareness – 4 hour General awareness of issues which are important to the custodial or maintenance person who "does not" disturb asbestos are discussed.
<ul style="list-style-type: none">▪ Injury and Illness Prevention Awareness – 5 hour The course provides participants an opportunity to learn about the best practices to prevent workplace injuries, illnesses and deaths, the suffering these events cause workers, and the financial hardship they cause both workers and employers.
<ul style="list-style-type: none">▪ Hazard Communication Right to Know – 2 hour The course provides participants information regarding OSHA's Hazard Communication Standard that requires employers to develop a written program for their employees and to inform and train employees regarding the chemical hazards of the workplace. The course provides an overview of the standard, MSDS collection and retention, proper storage procedures, labeling, training, and documentation.
<ul style="list-style-type: none">▪ Ergonomic Hazards – 2 hour This course covers ergonomic hazards in the workplace that pose the risk of injury to the musculoskeletal system of the worker, such as repetitive and forceful movements, vibration, temperature extremes, and awkward postures that arise from improper work methods and improperly designed workstations, tools, and equipment.
<ul style="list-style-type: none">▪ Mold Awareness and Inspection – 4 hour The course provides participants an opportunity to learn basic skills and knowledge about identifying and inspecting for mold and mildew found in buildings. An understanding of the effects of mold growth and the types of conditions that lead to mold growth will allow the participant to recognize existing mold problems and to take appropriate steps for remediation. Recognition of conditions for mold growth is presented through illustrated lectures and discussion.
<ul style="list-style-type: none">▪ Hazardous Material Training Awareness – 2 hour The course provides participants an awareness of Hazardous Materials and the actions to be taken on the event of a hazardous release

Cypress-2019 Environmental Workforce Development and Job Training Program

Milestone Schedule

Project Component	Task/Activity	Year 1				Year 2				Staff / Organization Responsible
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
Outreach and Recruitment to at least 50 Potential Participants	Send Letters to potential participants, EDD, One-Stop and other community venues		X	X	X	X	X	X		CMTC Staff
	Advertise locally		X	X	X	X	X	X		CMTC Staff
	Orientation and Application			X	X	X	X	X		Ex. Dir. and Staff
	Schedule Interviews			X	X	X	X	X		Staff/Instructors
Assessment Services	Proctor Test to 25 Individuals			X	X	X	X	X		CMTC Staff
	Assessment and application processing			X	X	X	X	X		Staff-Panel
	Interview Potential Participants			X	X	X	X	X		Staff-Panel
Implement Environmental Workforce Development and Job Training Program	Enroll 18 accepted Participants into Training.			X	X	X	X	X		Staff-Panel
	Training begins			X	X	X	X	X		Ex. Dir. And Staff
	Life skills, environmental training: lecture and applied hands-on modules			X	X	X	X	X		CMTC 's Director of Training & Staff
	Job readiness: resume, interview and technical recall prep. and assessments			X	X	X	X	X		Staff-Panel
	Training Completed & Graduation			X	X	X	X	X		Staff/Instructors
Job Placement	Forward resumes to potential employers			X	X	X	X	X		Students/Staff/
	Call potential employers			X	X	X	X	X		CMTC Ex. Dir. and Staff
	Schedule Interviews & Place Student graduates			X	X	X	X	X		CMTC Ex. Dir. and Staff
Job Retention and Mentoring Services	Visit job sites			X	X	X	X	X		Ex. Dir. And Staff
	Call new hires to check on progress and issues.			X	X	X	X	X		Ex. Dir. And Staff
	Connect new hires with mentor from job site or trade.			X	X	X	X	X		Staff
Evaluation	Submit final report								X	CMTC Ex. Dir.

**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 2009) Indicate whether or not you have ever received EPA job training grant funding before, and if so, in what year(s) did you receive funding?

Yes: 1998-2000; 2000-2002; 2002-2004; 2012-2014; 2017-2019.

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

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

- ☐ 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.

- ☒ Pages 4 and 9

ASSOCIATION OF BAY AREA GOVERNMENTS

Representing City and County Governments of the San Francisco Bay Area



ABAG

June 3, 2019

Eric Shanks
Cypress Mandela Training Center, Inc.
977-66th Avenue
Oakland, CA 94621

**RE: Commitment of Support for Cypress Mandela
EPA FY20 Environmental Workforce Development and Job Training (EWDJT) Grant
RFP No: EPA-OLEM-OBLR-19-01**

Dear Eric:

This letter memorializes the Association of Bay Area Governments' (ABAG) commitment of support for the Cypress Mandela Training Center.

ABAG was awarded two EPA Brownfield Assessment Program grants in fiscal years 2016 and 2017. The work plan for both grants includes conducting a total of twelve Phase II environmental site assessments (ESAs). To date, ten of the twelve remain to be completed before September 2020.

ABAG and our consultant, Ninyo & Moore, will coordinate with Cypress Mandela Training Center to ensure students in the training center are afforded the opportunity to observe the remaining Phase II ESAs.

ABAG considers it an honor to enhance learning opportunities for students in the local community. We hope these opportunities enrich the curriculum and future careers of those that participate and wish Cypress Mandela Training Center community all the best.

Sincerely,

JoAnna Bullock
Project Manager

Labor Council for Latin American Advancement
National Council for Occupational Safety and Health
University of Cincinnati
Department of Environmental Health



SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT
300 Lakeside Drive, P.O. Box 12688
Oakland, CA 94604-2688
(510) 464-6000

2019

Bevan Duffy
PRESIDENT

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VICE PRESIDENT

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GENERAL MANAGER

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3RD DISTRICT

Robert Raburn, Ph.D.
4TH DISTRICT

John McPartland
5TH DISTRICT

Elizabeth Ames
6TH DISTRICT

Lateefah Simon
7TH DISTRICT

Janice Li
8TH DISTRICT

Bevan Duffy
9TH DISTRICT

June 10, 2019

US EPA Headquarters
Attn.: Ms. Jessica Durand
William Jefferson Clinton Building
1200 Pennsylvania Ave., N.W.
Mail Code: 3903R
Washington, DC 20460

RE: Letter of Support for Cypress Mandela Training Center Proposal to the
Environmental Protection Agency's (EPA) RFP Number (EPA-OLEM-OLBLR-19-01)
for Workforce Development and Job Training Grant

Dear Ms. Durand:

On behalf of the San Francisco Bay Area Rapid Transit District (BART), I am writing to state my support for the Cypress Mandela Training Center's (CMTC) proposal to the EPA to train low-income and underserved individuals from communities in the Bay Area most impacted by environmental issues.

BART has successfully partnered with the CMTC on workforce development projects that have helped kickstart careers with our agency. The CMTC's expertise in administering skills-building training and pre-apprenticeship programs, and track record in community engagement and serving vulnerable populations, is unparalleled.

Our partnership with their Green Pathways and Construction Training Program has prepared their graduates for difficult-to-fill jobs here at BART. The proposed grant will help expand the CMTC'S training capacity and enable their graduates to be more competitive in the livable wage job market, including with contractors that work directly with BART.

BART supports the CMTC in its endeavors and looks forward to strengthening and continuing our collaboration with them. Thank you in advance for considering the CMTC proposal and please feel free to contact me if you have any additional questions.

Sincerely,

Grace Crunican
General Manager



June 6, 2019

US EPA Headquarters
Attn.: Ms. Jessica Durand
William Jefferson Clinton Building
1200 Pennsylvania Ave., N.W
Mail Code: 3903R
Washington, DC 20460

RE: Letter of Commitment for Cypress Mandela Training Center Proposal to the Environmental Protection Agency's RFP Number (EPA-OLEM-OLBLR-19-01) for Work Force Development and Job Training Grant

Dear Ms. Durand:

On behalf of Aerotek, I am delighted to write this letter of commitment for the Cypress Mandela Training Center, Inc. (CMTC) for the Environmental Protection Agency's Workforce Development and Job Training Grant.

For the last few years the CMTC has provided training on environmental remediation and occupational health and safety issues for students at the CMTC. Their training has evolved into many partnerships that have benefited everyone involved, especially the contractors who have the need for individuals certified in environmental remediation to work on their projects.

CMTC dedicates many resources to ensure their graduates have access to certified environmental training. This results in their graduates having a high competency level in workplace health and safety and makes them more employable to our contractors. We have previously hired and dispatched many CMTC graduates who received their 40 Hour Hazardous Waste certifications on environmental positions throughout the state of California. CMTC exemplifies a community based organization that is working at the highest possible level, providing much needed workplace skill training to men and women in the Bay Area who might otherwise not have such opportunities. The hard work and dedication of Cypress and its staff is an inspiration to all of us who work with them and Aerotek is committed to hiring CMTC graduates as Hazardous Waste Technicians as well as Hazardous Waste Operators.

I enthusiastically support CMTC's efforts to secure funding through the EPA's Workforce Development and Job Training Grant.

Sincerely,

David M. Kraus
Assistant Controller



Construction, Construction Management & Consulting Services
562 14th Street
Oakland, California 94612
(510) 238-4666 Ph (888) 373-8717 Fax

June 7, 2019

US EPA Headquarters
Attn.: Ms. Jessica Durand
William Jefferson Clinton Building
1200 Pennsylvania Ave., N.W
Mail Code: 3903R
Washington, DC 20460

RE: Letter of Support for Cypress Mandela Training Center Proposal to the
Environmental Protection Agency's RFP Number (EPA-OLEM-OLBLR-19-01) for Work
Force Development and Job Training Grant

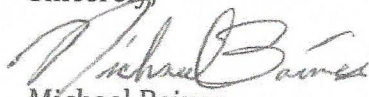
Dear Ms. Durand:

Baines Group, Inc. (BGI) in joint venture with Nibbi Brothers General Contractors is pleased to write this letter of support for Cypress Mandela Training Center, Inc. (CMTC) for funding through the Environmental Protection Agency's RFP for Workforce Development and Job Training.

Baines Group, Inc. is involved in the construction of the Alice Griffith Public Housing Development over the next seven (7) years totaling \$1.2 billion dollars. Our development will serve as a link between the overall larger Hunters Point Shipyard / Candlestick Point development and the surrounding Bayview area; all areas where environmental hazards have historically plagued the community. BGI has had an effective working relationship with the CMTC for many years that has resulted in many employment opportunities for their graduates. The Baines Group, Inc. commits to continuing that partnership by hiring graduates from the CMTC for the Alice Griffith Public Housing Project. In addition, we commit to student development and mentorship as well as an annual contribution to the organization.

The CMTC has assisted us in developing qualified entry-level green construction workers, while creating new job opportunities for California residents. As you know, workforce development is a major concern for BGI and we believe programs of this kind are needed to assure that our company is well positioned to meet the projected growth in our industry.

Sincerely,


Michael Baines
Founder and Principal



Justin L. Real
PG&E Human Resources Dpt.

510-231-3878
Justin.Real@pge.com

Mail Address :

1900 Addison St.
Rm# 119
Berkeley, CA 94704

June 5, 2019

US EPA Headquarters
Attn.: Ms. Jessica Durand
William Jefferson Clinton Building
1200 Pennsylvania Ave., N.W
Mail Code: 3903R
Washington, DC 20460

RE: Letter of Support for Cypress Mandela Training Center Proposal to the Environmental Protection Agency's RFP Number (EPA-OLEM-OLBLR-17-10) for Workforce Development and Job Training Grant

Dear Ms. Durand:

I am writing to state my whole hearted support for the Cypress Mandela Training Center's (CMTC) proposal to train low income and unemployed individuals from the communities most impacted by environmental issues. The PG&E PowerPathway™ Program has had a longstanding successful partnership with CMTC focusing on workforce development and providing careers for local diverse California residents.

Furthermore, CMTC has trained individuals in various environmental and hazardous materials remediation skills to provide the necessary certifications to gain employment. The proposed grant will help expand their training and continue to make CMTC graduates more competitive in livable wage job markets.

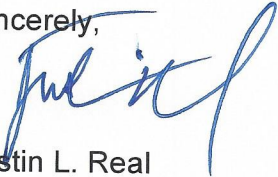
Our PG&E PowerPathway™ Program has partnered with CMTC since 2012. Over the years, 203 California residents completed CMTC's 16 weeks pre-apprenticeship green construction/hazardous materials program, and then trained with our PG&E PowerPathway™ Program for an additional 8 weeks of specialized hands-on curriculum. Since 2012, there have been 9 Cypress Mandela-PG&E PowerPathway™ Programs where students gained skills for careers in construction, gas operations, electric operations and customer service. 192/203 Cypress Mandela-PG&E PowerPathway™ graduates currently work for PG&E and the construction-utility industry throughout Northern California. Many of the graduates that work for PG&E have also served as national emergency first responders and worked heroically during weather storms, 2012 Hurricane Sandy, 2014 Napa Earthquake, 2015 Butte & Lake County wildfires, 2017 Hurricanes Irma and Harvey, and the 2017 & 2018 California North Bay wildfires.

In addition to environmental and pre-apprentice green construction training, CMTC provides various safety certifications, life skills, case management/counseling, and job placement services to individuals enrolled in their training. CMTC has also worked with a number of graduates to reduce their non-violent felonies, making them employable for federally and state regulated careers. These services are essential to ensure the successful retention of a diverse and highly skilled workforce as many companies like PG&E are faced with looming retirements.

Since 2008, PG&E has given over \$1 million dollars in monetary donations and grants to CMTC. The average cost to train a CMTC 16 week student is over \$8,000 dollars and the average cost for a PG&E PowerPathway™ student is \$4,000 dollars. Both programs offer free training for a number of individuals who are low income and live in communities with high unemployment rates. PG&E cannot do it alone and it is critical that other private organizations, philanthropists and governments provide funding. Our Cypress Mandela PG&E-PowerPathway™ Program has a 94% combined hire rate for careers at PG&E and other employers like Bay Area Rapid Transit, AT&T, Comcast, East Bay Municipal Utility District, California Department of Transportation and AC Transit. 75% of the graduates work for PG&E and earn an average salary of \$92,240.38 dollars. Due to the incredible screening and case management performed by CMTC, all of the graduates pass their drug test and have clean driving and criminal background records prior to employment with PG&E. CMTC has also helped to increase diversity amongst PG&E's workforce with our PG&E PowerPathway™ Program having an 88% graduate diversity rate (minorities, women and military veterans). A lot of dignitaries have given praise to the program including US Vice President Joe Biden, US Secretary of Labor Tom Perez, House Minority Leader Nancy Pelosi, Congresswoman Barbra Lee, California Governor Jerry Brown and many local elected officials.

We at PG&E truly value our partnership with CMTC and encourage others to get involved through providing grants and donations. Funding for nonprofits like CMTC have ripple effects in creating a strong economically developed workforce for the communities we serve. Thank you in advance and please let me know if you have questions.

Sincerely,

A handwritten signature in blue ink, appearing to read "Justin L. Real".

Justin L. Real
Expert Program Manager
PG&E Human Resources Dpt.

SWINERTON



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Oakland, CA 94607
510.834.3711

swinerton.com

May 31, 2019

US EPA Headquarters
Attn.: Ms. Jessica Durand
William Jefferson Clinton Building
1200 Pennsylvania Ave., N.W
Mail Code: 3903R
Washington, DC 20460

RE: Letter of Commitment for Cypress Mandela Training Center Proposal to the Environmental Protection Agency's RFP Number (EPA-OLEM-OBLR-19-01) for Work Force Development and Job Training Grant

Dear Ms. Durand:

Swinerton Builders has worked with the Cypress Mandela Training Center, Inc. (CMTC) for well over 25 consecutive years, providing quality pre-apprenticeship construction training to our most vulnerable populations. Our strategic relationship with the CMTC has proven to be one of the most effective workforce development partnerships in the nation.

I strongly support The Cypress Mandela Training Center grant application to the Environmental Protection Agency for Work Force Development and Job Training. We believe that CMTC provides comprehensive training services that will help prepare many of the most underserved populations for the construction trades and the environmental sector; those who would not have been successful on their own without the comprehensive support and effective training that CMTC offers. Residents are able to access CMTC's specialized green/environmental training which affords them the opportunity to not only go to work in Oakland, but to go to work to remediate the many areas that have proven environmental plight in their very own communities.

Swinerton Builders has provided curriculum development support and has hired numerous graduates of the Cypress Training program over the many years and commits to providing continued employment opportunities for graduates of the program. Thank you in advance for your consideration. Please consider this to be our letter of commitment to work with the CMTC to continue to hire their graduates on our many projects in Oakland and hereafter.

Sincerely,

Miquel "Mick" Penn
Community Relations Liaison