

Accelerate Buncombe, a Collaborative Approach to Accelerated Apprenticeships

RFP for Coronavirus State and Local Fiscal Recovery Funds

Asheville Area Chamber of Commerce Community Betterment Foundation

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Asheville, NC 28802

O: 828-258-6119

April Brown

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Asheville, NC 28801

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Application Form

Question Group

Buncombe County requests proposals for projects to help the community recover from and respond to COVID-19 and its negative economic impacts.

Buncombe County has been awarded \$50,733,290 in Coronavirus State and Local Fiscal Recovery Funds (Recovery Funding), as part of the American Rescue Plan Act. To date, Buncombe County has awarded projects totaling \$23,093,499, leaving a balance of \$27,639,791 available to award.

Visit <http://www.buncombecounty.org/recoveryfunding><http://www.buncombecounty.org/recoveryfunding><http://www.buncombecounty.org/recoveryfunding><http://www.buncombecounty.org/recoveryfunding><http://www.buncombecounty.org/recoveryfunding> for details.

This infusion of federal resources is intended to help turn the tide on the pandemic, address its economic fallout, and lay the foundation for a strong and equitable recovery.

Buncombe County is committed to investing these funds in projects that:

- Align to county strategic plan and community priorities
- Support equitable outcomes for most impacted populations
- Leverage and align with other governmental funding sources
- Make best use of this one-time infusion of resources
- Have a lasting impact

Proposals shall be submitted in accordance with the terms and conditions of this RFP and any addenda issued hereto.

[Click here for the full terms and conditions of the RFP](#)

Organization Type*

Nonprofit

Nonprofit documentation

If nonprofit, attach IRS Determination Letter or other proof of nonprofit status.

CBF 501c3 Determination Letter 1992.pdf

Name of Project.*

Accelerate Buncombe, a Collaborative Approach to Accelerated Apprenticeships

New/Updated Proposal*

Is this a new project proposal or an updated version of a proposal submitted during the earlier (July 2021) Recovery Funding RFP?

Updated version of previously submitted proposal

Amount of Funds Requested*

\$2,070,282.74

Category*

Please select one:

- Affordable Housing
- Aging/Older Adults
- Business Support/Economic Development
- Environmental/Climate
- Homelessness
- K-12 Education
- Infrastructure and/or Broadband
- Mental Health/Substance Use
- NC Pre-K Expansion
- Workforce

Workforce

Brief Project Description*

Provide a short summary of your proposed project.

Accelerate Buncombe is a workforce readiness program using an accelerated apprenticeship model that intends to increase the number of qualified individuals with skills necessary to enter high demand industries through its paid training model where students earn \$15/hour during a short upskilling training and certification. Accelerate Buncombe partners with and supports community-based organizations who will be funded by the grant to train and hire Community Health Workers (CHWs) to recruit and mentor candidates. Specifically, CHWs will recruit from communities with the greatest disparities. Collectively and collaboratively, Accelerate Buncombe will work to close the opportunity gap and improve economic mobility for all Buncombe County residents. Additionally, Accelerate Buncombe will create a replicable model to contribute to the MyFutureNC goal of increasing credential attainment by 2030.

Project Plan*

Explain how the project will be structured and implemented, including timeframe.

Accelerate Buncombe prioritizes community members facing significant employment barriers like intergenerational poverty and previous justice involvement, both of which disproportionately impact BIPOC communities who are historically disconnected from the prosperity of the region. In order to establish connection with community members, Accelerate Buncombe will leverage existing partnerships and collaborations with Housing Authority of the City of Asheville, ARC Inspire, and YMI Cultural Center to build networks and mentor and coach community members and training candidates. If awarded, grant funding will be distributed to each partner organization to cover the cost of full-time Community Health Workers (CHWs) for the duration of the grant cycle. CHWs will recruit and mentor individuals from historically low-income, impoverished communities and communities with the greatest disparities. CHWs are integral to this model because they have shared, lived experience which enables them to be relatable and to build trust with their clients. CHWs specialize in advocacy, recruiting, and mentoring the BIPOC community of Buncombe County by working in community to recruit, mentor, and connect people into employment. Additionally, CHWs have social work training to work with their clients to remove employment barriers, connect their clients to wraparound services, and ultimately, connect them to skilled training and career opportunity, as their client is ready. Once enrolled, candidates will be paid \$15/hour for the duration of the full-time, 8-week workforce training program to support them in transitioning from unemployment, justice involvement, and/or low-wage work. CHWs will recruit and refer job seekers and mentor them while they complete workforce training. CHWs are key to the candidates staying engaged, participating in the training, passing their assessments, and retaining employment. Grant funding will also support an emergency financial assistance fund to be available to candidates facing hardships such as medical expenses, lack of transportation, auto repairs, rent, utilities, or childcare expenses to ensure they are able to complete the training program. During the training, we will introduce candidates to employers with currently open positions. We have identified five career pathways that have base wages at or above living wage and that are in high demand, upwardly mobile industries, including Certified Production Technician, Certified Nurse Assistant, Phlebotomy, Commercial Driver's License, and Digital Skills credentials. Planning and implementation begin upon award, complete Q1 2023; Candidate Recruitment Q1 2023; 8-week Trainings start Q2 2023 and run quarterly or as appropriate based on cohort size. Grant supports program through December 2026.

Statement of Need*

Describe the need that this project will address. Include data to demonstrate the need, and cite the source of the data.

When surveyed, area employers list friends and networks as their primary source of talent recruitment. People facing significant barriers to employment, including intergenerational poverty, previous justice involvement, and systemic racism are historically disconnected from these opportunities, disproportionately impacting their access to careers in high-growth industries. Furthermore, individuals working in low-wage jobs can't afford to quit to complete additional training required to qualify for higher wage opportunities. Buncombe County has more than 30,800 residents with income at or below the poverty line, and 35% of Buncombe County's workforce is underemployed, or working full-time for less than living wage (Quarterly Census of Employment and Wages - Bureau of Labor Statistics). Based on the most recent U.S. Census Bureau data (2019), the annual median income of residents between ages of 15-24 is \$34,043 and the unemployment rate is 14%. Residents with a high school diploma or less have an average median income of \$23,612 (U.S. Census Bureau, 2019). While manufacturing wages are above living wage on average, manufacturing employers are struggling to fill jobs and need to fill about 1,500 jobs in Buncombe County alone for currently open, unfilled positions (Emsi Q2 2021 Data Set). Data shows a significant opportunity gap and wage disparity among residents with a high school diploma or less and in the BIPOC population. Our target population served are underemployed workers and individuals experiencing barriers to employment, including out of school youth 16-24 years of age and adults 24+ years of age living in under-resourced communities. Furthermore, over 350 people per year are returning home to Buncombe County from incarceration (DPS, Buncombe Prison Exits, June 2020 thru May 2021). Many of them are ready to find a new sense of purpose and meaning in life and gained a strong work ethic and transferable skills while in institutionalized care.

Link to COVID-19*

Identify a health or economic harm resulting from or exacerbated by the public health emergency, describe the nature and extent of that harm, and explain how the use of this funding would address such harm.

Our target population has been disproportionately impacted by the COVID-19 pandemic because they have historically suffered from higher unemployment rates, lower wages, lower incomes, higher poverty rates, and much less savings to fall back on than their white counterparts. The pandemic has exacerbated the socio-economic and racial disparities in education, wages, and health and safety. Pandemic-related job losses have been especially devastating for our Black communities. Many Black residents were economically insecure before the pandemic, magnifying the economic damage to these workers and their families. The COVID-19 pandemic has also greatly impacted manufacturing employers as consumer demand and challenges filling available jobs both remained high. Even when Buncombe County reached a five-year high in employment, employers scrambled to fill open positions, causing production and product delivery to suffer. Without funding to support Accelerate Buncombe, we will fall short on connecting those who need it most to available, family supporting opportunities in our community. This funding will support a proven model of Community Health Workers (CHWs) who are the trusted resource in community, to build bridges and create access between disproportionately under-resourced communities to prosperity and opportunity in the county. CHWs will be a trusted coach and mentor to liaison between employers, resources, and community members. This funding will provide the community level support needed to lift people out of poverty, trauma, harm, and self-perpetuating lifestyles.

Population Served*

Define the population to be served by this project, including volume and demographic characteristics of those served.

Accelerate Buncombe prioritizes working with community members facing significant employment barriers like intergenerational poverty and previous justice involvement, both of which disproportionately impact BIPOC communities who are historically disconnected from the prosperity of the region. If awarded, grant funding will be distributed to each subcontract organization to cover the cost of full-time Community Health Workers (CHWs) for the duration of the grant cycle. Based on data from our partner organizations, each CHW can serve about 50 people per year, with a baseline goal that about 30% of the case load will enroll into a training program. We will target outreach to youth 18-24 years of age and adults 24+ years of age living in under-resourced and low-income communities, as this population experiences barriers to skills training which are not currently being addressed through traditional community college. Accelerate Buncombe will be a resource to close the opportunity gap and bridge the financial gap for underemployed citizens to improve their quality of life, address wage disparities, and enter a talent pool for Buncombe County's manufacturing industry to support their families.

Results*

Describe the proposed impact of the project. List at least 3 performance measures that will be tracked and reported. If possible, include baselines and goals for each performance measure.

Given the complexity of the lives of the target population, our focus is on big impact on each individuals' life, as opposed to small impact on many people. Given the history of community harm and mistrust, our primary goal is building trust and credibility in diverse communities and neighborhoods throughout Buncombe County. Trust is built over time and cannot be rushed. The breadth of our impact is limited to the number of skilled, compensated CHWs who have the capacity and patience to build trust in community and connect their clients to wraparound services. CHWs will primarily be working to relieve employment barriers

over a length of time in order to cultivate a career-ready talent pool that thrives in full-time employment for a long time. Over the 3-year grant cycle our performance measures are as follows -

Subcontract organizations hire and retain 3 CHWs

Individuals served: 150 people/year (450 people total) (50 clients/year/CHW)

Candidates enrolled into an Accelerate Buncombe certificate program: 45 people/year (135 people total)

Certificate Program completers: 32 people/year (95 people total) (70% of all started)

Candidates placed into full-time employment: 23 people/year (69 people total)

Retention rate after 90 days: 75%

Evaluation*

Describe the data collection, analysis, and quality assurance measures you will use to assure ongoing, effective tracking of contract requirements and outcomes.

Leveraging existing capacity at the Asheville Chamber of Commerce, the program administrator will track all performance data and work with the grant administrator to provide the funder with quarterly activity, financial, and performance reports. We will use case management software, called Apricot, to collect candidate information, enrollment status, and performance metrics. Additionally, Accelerate Buncombe staff will provide monthly dashboards visualizing all performance measures outlined. Additionally, the program administrator will track all community outreach, marketing, and promotion to evaluate and continuously improve our efforts to connect with individuals in community.

Equity Impact*

How will this effort help build toward a just, equitable, and sustainable COVID-19 recovery? How are the root causes and/or disproportionate impacts of inequities addressed?

As an extension of another collaborative effort to close the opportunity gap, Inclusive Hiring Partners, Accelerate Buncombe has equity embedded in its purpose and outcomes. Accelerate Buncombe partners believe that we can work together to remove systemic barriers, streamline access to credential attainment and rewarding careers, and close the opportunity gap in Buncombe County. Our purpose is to connect individuals to opportunities that move them and their families from surviving to thriving. Community Health Workers meet individuals where they are and remove the barrier that keeps people from accessing resources and opportunity. Partner community service providers work with job seekers to remove employment barriers and partner employers commit to participating as Inclusive Hiring employer partners, who agree to the following equitable, inclusive hiring commitments:

- Guarantee interviews to job seekers
- Feedback to job seeker if candidate wasn't a fit
- Work hands-on with job seeker success coaches and mentors
- Require management and supervisors attend racial equity and inclusion training
- Offer wages at, or above, living wage

Project Partners*

Identify any subcontractors you intend to use for the proposed scope of work. For each subcontractor listed, indicate:

- 1.) What products and/or services are to be supplied by that subcontractor and;
- 2.) What percentage of the overall scope of work that subcontractor will perform.

Also, list non-funded key partners critical to project.

ARC INspire: 1 Full-time Community Health Worker: 12.3%
 YMI Cultural Center: 1 Full-time Community Health Worker; 12.2%
 Housing Authority of the City of Asheville: 1 Full-time Community Health Worker; 8.6%
 Staffing Agency TBD: Payroll and accounting fees, drug screening, background checks; .2%
 Student stipend/compensation; 37%
 ABIPA CNA Training Partner: Enrollment, curriculum, instruction fees; 2.3%
 ABIPA Phlebotomy Training Partner; Enrollment, curriculum, instruction fees; 2.9%
 AB-Tech CPT+ Training Partner: Enrollment, curriculum, instruction fees; 2.3%
 Financial Assistance Fund; 6.5%
 EDC & AAOC: Program administration and emergency financial assistance; 12.6%
 Land of Sky Grant Administration; 2.9%

Capacity*

Describe the background, experience, and capabilities of your organization or department as it relates to capacity for delivering the proposed project and managing federal funds.

For more than 120 years, the Asheville Area Chamber of Commerce has been a catalyst for economic vitality in the community. Currently, 1,700 members represent more than 80,000 employees from businesses large and small. The Chamber connects its members to valuable resources such as economic development and research, business education, marketing opportunities and advocacy. The Chamber conveys, connects, and cultivates leaders and influencers and is a local champion for a balanced, thriving economy. The Chamber's initiatives have stimulated economic development, influenced public policy, and supported the growth of thousands of local and regional businesses. Over 25 years ago, the Chamber also partnered with the county, city, and private investors to establish the Economic Development Coalition for Asheville Buncombe County (EDC), which is housed through the Chamber. EDC's five-year plans measure three metrics—adding net new jobs in high wage, in-demand industries; increasing capital investment; and increasing average county wage. Each cycle has shown success in every area. For example, since 2010, EDC assisted in the growth of over 5,000 new direct jobs and \$1.85 billion in new taxable investment in Buncombe County. In the last five-year cycle, EDC has assisted in the growth of 2,000 new direct jobs, with wages exceeding the average for the county. More recently, the EDC launched the Inclusive Hiring Partners initiative, a collaborative resource between service providers and employers to close the opportunity gap. Since July 2020, 30+ employers have partnered, representing over 300 currently available job opportunities. 20 candidates have been placed into full-time, living wage jobs with benefits. The average wage of all IHP candidates placed to date is over \$18/hour.

Budget*

Provide a detailed project budget including all proposed project revenues and expenditures, including explanations and methodology. For all revenue sources, list the funder and denote whether funds are confirmed or pending. For project expenses, denote all capital vs. operating costs, and reflect which specific expenses are proposed to be funded with one-time Buncombe County Recovery Funds.

Download a copy of the budget form [HERE](#). Complete the form, and upload it using the button below.

Recovery-Funds-budget-Accelerate Buncombe 2.xlsx

Special Considerations*

Provide any other information that might assist the County in its selection.

Accelerate Buncombe ARPA_Budget Narrative.pdf

The goals and outcomes of Accelerate Buncombe are aligned with several of the ARPA funding categories, including aid to impacted industries, assistance to unemployed workers, addressing disparities in public health outcomes, and services for disproportionately impacted communities. Additionally, our goals and outcomes are aligned with Buncombe County's 2025 Strategic Plan, including a community focus on a vibrant economy, as well as specific 2025 goals, such as improve college and career readiness; increase median household income to North Carolina benchmark; and increase total employment in the region's targeted industries. Additionally, with its focus on equity and closing the opportunity gap, Accelerate Buncombe is aligned with Buncombe County's Foundational Focus Area of Equity: Systems, policies, and practices that support equity for all people and an organizational culture that embraces diversity and inclusion.

Accelerate Buncombe is aligned and designed to advance the common vision of the AVL5x5 2025 and Buncombe 2025 for a vibrant Buncombe County economy, which is "A robust and sustainable regional economy that builds on our homegrown industries and talent and provides economic mobility for residents." Paid training hours are an investment in workforce equity and will accelerate the pathway to employment and economic mobility for our residents.

File Attachment Summary

Applicant File Uploads

- CBF 501c3 Determination Letter 1992.pdf
- Recovery-Funds-budget-Accelerate Buncombe 2.xlsx
- Accelerate Buncombe ARPA_Budget Narrative.pdf

INTERNAL REVENUE SERVICE
DISTRICT DIRECTOR
C - 1130
ATLANTA, GA 30301

DEPARTMENT OF THE TREASURY

Date: APR 23 1992

ASHEVILLE AREA CHAMBER OF COMMERCE
COMMUNITY BETTERMENT FOUNDATION
151 HAYWOOD STREET
ASHEVILLE, NC 28801

Employer Identification Number:
56-1762978

Contact Person:
ERIC C. HYLTON

Contact Telephone Number:
(404) 331-0193

Accounting Period Ending:
June 30

Foundation Status Classification:
509(a)(1)

Advance Ruling Period Begins:
December 31, 1991

Advance Ruling Period Ends:
June 30, 1996

Addendum Applies:
Yes

Dear Applicant:

Based on information you supplied, and assuming your operations will be as stated in your application for recognition of exemption, we have determined you are exempt from federal income tax under section 501(a) of the Internal Revenue Code as an organization described in section 501(c)(3).

Because you are a newly created organization, we are not now making a final determination of your foundation status under section 509(a) of the Code. However, we have determined that you can reasonably expect to be a publicly supported organization described in sections 509(a)(1) and 170(b)(1)(A)(vi).

Accordingly, during an advance ruling period you will be treated as a publicly supported organization, and not as a private foundation. This advance ruling period begins and ends on the dates shown above.

Within 90 days after the end of your advance ruling period, you must send us the information needed to determine whether you have met the requirements of the applicable support test during the advance ruling period. If you establish that you have been a publicly supported organization, we will classify you as a section 509(a)(1) or 509(a)(2) organization as long as you continue to meet the requirements of the applicable support test. If you do not meet the public support requirements during the advance ruling period, we will classify you as a private foundation for future periods. Also, if we classify you as a private foundation, we will treat you as a private foundation from your beginning date for purposes of section 507(d) and 4940.

Grantors and contributors may rely on our determination that you are not a private foundation until 90 days after the end of your advance ruling period. If you send us the required information within the 90 days, grantors and contributors may continue to rely on the advance determination until we make a final determination of your foundation status.

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If we publish a notice in the Internal Revenue Bulletin stating that we will no longer treat you as a publicly supported organization, grantors and contributors may not rely on this determination after the date we publish the notice. In addition, if you lose your status as a publicly supported organization, and a grantor or contributor was responsible for, or was aware of, the act or failure to act, that resulted in your loss of such status, that person may not rely on this determination from the date of the act or failure to act. Also, if a grantor or contributor learned that we had given notice that you would be removed from classification as a publicly supported organization, then that person may not rely on this determination as of the date he or she acquired such knowledge.

If you change your sources of support, your purposes, character, or method of operation, please let us know so we can consider the effect of the change on your exempt status and foundation status. If you amend your organizational document or bylaws, please send us a copy of the amended document or bylaws. Also, let us know all changes in your name or address.

As of January 1, 1984, you are liable for social securities taxes under the Federal Insurance Contributions Act on amounts of \$100 or more you pay to each of your employees during a calendar year. You are not liable for the tax imposed under the Federal Unemployment Tax Act (FUTA).

Organizations that are not private foundations are not subject to the private foundation excise taxes under Chapter 42 of the Internal Revenue Code. However, you are not automatically exempt from other federal excise taxes. If you have any questions about excise, employment, or other federal taxes, please let us know.

Donors may deduct contributions to you as provided in section 170 of the Internal Revenue Code. Bequests, legacies, devises, transfers, or gifts to you or for your use are deductible for Federal estate and gift tax purposes if they meet the applicable provisions of sections 2055, 2106, and 2522 of the Code.

Donors may deduct contributions to you only to the extent that their contributions are gifts, with no consideration received. Ticket purchases and similar payments in conjunction with fundraising events may not necessarily qualify as deductible contributions, depending on the circumstances. Revenue Ruling 67-246, published in Cumulative Bulletin 1967-2, on page 104, gives guidelines regarding when taxpayers may deduct payments for admission to, or other participation in, fundraising activities for charity.

You are not required to file Form 990, Return of Organization Exempt From Income Tax, if your gross receipts each year are normally \$25,000 or less. If you receive a Form 990 package in the mail, simply attach the label provided, check the box in the heading to indicate that your annual gross receipts are normally \$25,000 or less, and sign the return.

If you are required to file a return you must file it by the 15th day of

ASHEVILLE AREA CHAMBER OF COMMERCE

the fifth month after the end of your annual accounting period. We charge a penalty of \$10 a day when a return is filed late, unless there is reasonable cause for the delay. However, the maximum penalty we charge cannot exceed \$5,000 or 5 percent of your gross receipts for the year, whichever is less. We may also charge this penalty if a return is not complete. So, please be sure your return is complete before you file it.

You are not required to file federal income tax returns unless you are subject to the tax on unrelated business income under section 511 of the Code. If you are subject to this tax, you must file an income tax return on Form 990-T, Exempt Organization Business Income Tax Return. In this letter we are not determining whether any of your present or proposed activities are unrelated trade or business as defined in section 513 of the Code.

You need an employer identification number even if you have no employees. If an employer identification number was not entered on your application, we will assign a number to you and advise you of it. Please use that number on all returns you file and in all correspondence with the Internal Revenue Service.

This determination is based on evidence that your funds are dedicated to the purposes listed in section 501(c)(3) of the Code. To assure your continued exemption, you should keep records to show that funds are spent only for those purposes. If you distribute funds to other organizations, your records should show whether they are exempt under section 501(c)(3). In cases where the recipient organization is not exempt under section 501(c)(3), you must have evidence that the funds will remain dedicated to the required purposes and that the recipient will use the funds for those purposes.

If we said in the heading of this letter that an addendum applies, the addendum enclosed is an integral part of this letter.

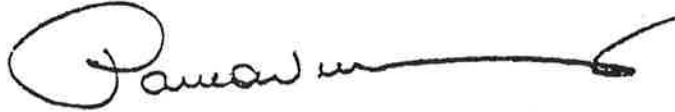
Because this letter could help us resolve any questions about your exempt status and foundation status, you should keep it in your permanent records.

We have sent a copy of this letter to your representative as indicated in your power of attorney.

ASHEVILLE AREA CHAMBER OF COMMERCE

If you have any questions, please contact the person whose name and telephone number are shown in the heading of this letter.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Paul Williams", with a long horizontal flourish extending to the right.

Paul Williams
District Director

Enclosure(s):
Addendum
Form 872-C

| | | | | | | |
|--------------------|--|--|----|--------------|--|--|
| List expenses here | | | \$ | - | | |
| List expenses here | | | \$ | - | | |
| List expenses here | | | \$ | - | | |
| List expenses here | | | \$ | - | | |
| List expenses here | | | \$ | - | | |
| Total | | | \$ | 2,070,282.74 | | |

Budget Narrative

Community Health Worker Compensation: \$688,805.49

Accelerate Buncombe grant funding will support 3 (three) Community Health Workers (CHW) employed by grant subcontractors, including ARC INspire, YMI Cultural Center, and Housing Authority of the City of Asheville. Each CHW will serve up to 50 people per year and will have a goal to enroll 30% of their caseload into Accelerate Buncombe training programs. Prior to enrollment, the CHW will work with the individual to determine which career path and subsequent training to choose. Accelerate Buncombe will rely on the CHW to recruit and mentor candidates to meet our annual goals. Our budget accommodates a 3% cost of living raise each year for the 3-year project period.

| Organization Name | Base Pay | Fringe + Indirect + Training | Year 1 total compensation | Year 2 | Year 3 | Total per organization |
|--|--------------|------------------------------|---------------------------|--------------|--------------|------------------------|
| ARC INspire | \$40,061.00 | \$44,105.00 | \$84,166.00 | \$85,367.83 | \$86,569.66 | \$256,103.49 |
| Housing Authority of the City of Asheville | \$41,600.00 | \$16,933.00 | \$58,533.00 | \$59,781.00 | \$61,029.00 | \$179,343.00 |
| YMI Cultural Center | \$41,600.00 | \$41,605.00 | \$83,205.00 | \$84,453.00 | \$85,701.00 | \$253,359.00 |
| Total per year | \$123,261.00 | \$102,643.00 | \$225,904.00 | \$229,601.83 | \$233,299.66 | \$688,805.49 |

3-year Grant \$688,805.49

Enrollment, Assessment, and Instruction Fees: \$155,276.25 total for 135 students

ABIPA - Nurse Aide (CNA)

- 20 Students per year @ \$805 per person (\$16,100 per year, \$48,300 total)
 - all fees, materials and instructor compensation included

ABIPA - Phlebotomy

- 20 Students per year @\$1000 per student (\$20,000 per year, \$60,000 total)
 - all fees, materials and instructor compensation included

AB-Tech - CPT+

- 25 Students per year @ \$626.35 per student (\$15,658.75 per year, \$46,976.25 total)
 - A-B Tech will administer the continuing education course and associated fees. Fees include consumables, instructional supplies, materials, and registration.

Grant Request: \$155,276.25

Student compensation: \$765,072 for 135 students

Candidates will be paid \$15/hour for the duration of the training programs to support them in transitioning from unemployment, recently released from incarceration, and/or low-wage work. Our hiring agency project partner will administer hiring and take on all liabilities and taxes. Project partners will recruit and refer job seekers and mentor them while they complete workforce training at AB-Tech. Total number of training hours

- Nurse Aid: 136 hours * \$20.70/hour = \$2815.20 per student; 20 students per year, 60 students total (\$168,912)
- Phlebotomy: 80 hours * \$20.70/hour = \$1656 per student; 20 students per year, 60 students total (\$99,360)
- CPT+: 320 hours * \$20.70/hour = \$6,624 per student; 25 students per year, 75 students total (\$496,800)

Grant Request: \$765,072

Background Checks & Drug Screenings: \$4,860 total for 162 screenings

Our hiring agency project partner will administer all background checks and drug screenings for \$30 each. A 20% attrition factor has been applied to accommodate more drug screenings in the event of failure for a total 216 screenings.

Grant request: \$4,860

Student Financial Assistance: \$135,000

Financial assistance is for individuals facing hardships such as medical expenses, transportation, auto repairs, rent, utilities, or childcare expenses to ensure they can complete the training program. Up to \$1,000 per student, 180 students total.

Grant Request: \$135,000

Program Administration: \$261,269

Program administration, planning, and execution, partner communications, partner development and relations, employer engagement and relations, data tracking, reporting, and continuous improvement. \$65,000 annual salary with benefits and a 3% cost of living raise each year for the 3-year project period. Therefore, compensation + fringe for each year is \$84,500, \$87,035, \$89,646 for the 3 years, respectively.

Grant Request: \$261,269

Grant Administration: \$60,000

Subcontract with Land of Sky Regional Council to administer grant activity and to provide the funder with quarterly activity, financial, and performance reports. \$20,000 per year.

Grant Request: \$60,000