

FY 2025 Regional Agency Mitigation Fund Grant Application

Application Instructions:

- I. All applications must be received by the Massachusetts Gaming Commission by January 31st, 2024, at 11:59 p.m. to be considered for funding for the FY 2025 grant round.
- II. Each Agency may only submit ONE application as a Word Document.
- III. Each project must have its own form within the appropriate category. All attachments should directly follow the relevant project form.
- IV. Be sure to fill in all the information requested on the application. Applications that are left incomplete will not be accepted.
- V. The application must be signed by the agency's CEO or an individual with signatory authority.
- VI. The Regional Agency Grant is broken into three segments. Please only fill out the section relevant to your application.
 - a. Part A- Regional Planning
 - b. Part B - Regional Public Safety
 - c. Part C- Regional Workforce Development
- VII. Submit this completed form as well as any relevant attachments to MGCCMF@Massgaming.gov or as a response to the COMMBUYS BID- BD24-1068- 1068C-1068L-95061.

For more detailed instructions as well as the full FY 2025 Application Guidelines visit <https://massgaming.com/about/community-mitigation-fund/>

Grant Manager Information: Kermit Dunkelberg
Applicant: Holyoke Community College
Vendor Code: 04-2719849
Name: Kermit Dunkelberg, HCC, Asst. VP ABE & Workforce
Title: Assistant Vice President, ABE & Workforce Development
Email Address: kdunkelberg@hcc.edu
Telephone: 413-552-2506
Address: 303 Homestead Avenue, Holyoke, MA 01040

For full guidelines please see www.massgaming.com/about/community-mitigation-fund/application-guidelines/

Budget Summary

Use the below space to provide an overview of all projects to be covered by this funding. You may add as many items as is pertinent to your application (you can add rows by right clicking on the row and selecting ¹¹add row"). Please provide a category, name, brief description, and amount for each item. Please use the appropriate category below for your agency.

Category	Project Name	Description	Amount
A. Regional Planning			
B. Regional Public Safety			
C. Workforce Development	WorkReady24	The potential impact of the proposed project is to mitigate existing education and training gaps that existed prior to MGM Resorts coming into the region, and present challenges to MGM's ability to source talent. The Work Ready 2024 proposal is designed to address these factors with a comprehensive array of programming including HiSET/GED and ESOL (Springfield Public Schools Ahead of the Game), digital literacy (STCC Hampden Prep), and culinary/hotel training (HCC Line Cook) delivered by our consortia partners.	\$750,000
Total Request			\$750,000

- I. Are you requesting a waiver for any program requirement? Yes/**No**
- II. If yes, you must fill out a CMF Regional Agency Waiver Form. The waiver form can be found as Appendix F to the RFR on COMMBUYS or online at <https://massgaming.com/about/community-mitigation-fund/forms/>. Applications without a completed waiver form will not be considered for a waiver.

For full guidelines please see www.massgaming.com/about/community-mitigation-fund/application-guidelines/

Applicant Certification

On behalf of the aforementioned applicant, I hereby certify that the funds that are requested in this application will be used solely for the purposes articulated in this application.



January 30, 2024

Signature:

Date:

Narayan Sampath, VP Administration & Finance, HCC

Name and Title of Signatory:

Part C- Workforce Development

Project Name: Work Ready 24

Please provide below the contact information for the individual managing this aspect of the grant.

Project Contact	Additional Project Contact (if applicable)
Name: Kermit Dunkelberg	Name: Olesya Cherkashin
Title: Asst. Vice President, ABE & Workforce Development	Title: Grants Accountant
Department: ABE & Workforce Development	Department: Business Office
Email Address: kdunkelberg@hcc.edu	Email Address: ocherkashin@hcc.edu
Telephone: 413-552-2506	Telephone: 413-552-2290
Address: 303 Homestead Ave., Holyoke MA 01041	Address: 303 Homestead Ave., Holyoke MA 01041

Project Contact	Additional Project Contact (if applicable)
Name: Gladys Franco	Name: Amelia Ramos
Title: Asst. Vice President of Workforce Development	Title: Assistant Director, Springfield Public Schools
Department: Workforce Development	Department: Adult Education Center
Email Address: gnfranco@stcc.edu	Email Address: ramosa@springfieldpublicschools.com
Telephone: 413-755-4522	Telephone: 413-787-7100x68831
Address: One Armory Square, Springfield, MA 01105-9000	Address: 204 Boston Road, Springfield, MA 01109

I. Please use the space below to identify the impact of the gaming establishment on your region. Please demonstrate the significance of the workforce need faced by the region, related to the operation of a gaming establishment. You may use the impacts identified in the FY 2025 Guidelines relevant to this category. Please provide documentation or evidence that gives support for the determination that the operation of the gaming facility caused or is causing the impact (i.e., surveys, data, reports, etc.).

The conditions that led to the Work Ready collaboration among HCC, STCC, SPS, and MGM Springfield persist.

As of November 2023, unemployment rate in Hampden County is 3.5%. In the MGM host city of Springfield, unemployment is 4.7%. Moreover, 8.9% of the population as a whole, and 69.3% of adult job seekers in Hampden County, lack a high school credential, and often lack even the basic digital literacy skills to seek for, apply for, obtain or retain a job. Adults from communities of color (BIPOC) show even higher degrees of unemployment, educational attainment, and digital literacy. Exactly half of the adults in Hampden County who lack a high school credential reside in Springfield. The majority of those without a high school credential are Latinx (U.S. Bureau of Labor Statistics/U.S. Census Bureau - nationwide educational attainment data Feb 2022/U.S. Census Bureau – Educational Attainment/Pioneer Valley Labor Market Blueprint).

The gaps in educational attainment and digital literacy of adult job seekers in Hampden County impact all industries, but are a particular barrier for MGM Resorts Springfield in meeting its overall hiring goals, as well as its diversity goals, since MGM requires a high school credential for all positions. Digital literacy deficits negatively affect MGM’s hiring capacity also. All job applications are accepted only online, and all initial interviews are conducted remotely, using the HireVue system. Digital literacy is required to even apply to MGM, and also for routine functions such as accessing and understanding company policies, and submitting timesheets. MGM has identified lack of interview/personal presentation skills, incomplete applications, lack of sufficient digital literacy skills to apply and interview online, little to no previous work experience, lack of high school credentials, and limited English proficiency as barriers to and retention. The lack of an adequately trained or experienced culinary workforce is also a significant problem for MGM. Their “number one” workforce needs continues to be: “Cooks, cooks, and cooks!” HCC and MGM communicate and collaborate regularly to address this workforce need, and to design and implement strategies for outreach, training, and talent acquisition.

The Work Ready 2024 proposal is designed to address these factors with a comprehensive array of programming including HiSET/GED and ESOL (Springfield Public Schools Ahead of the Game), digital literacy (STCC Hampden Prep), and culinary/hotel training (HCC Line Cook) delivered by our consortia partners.

MGM Resorts Springfield Human Resources and Talent Acquisition staff have been generous in contributing their expertise to the design and delivery of the Work Readiness components of previously funded HCC-STCC-SPS Work Ready projects, as well as our current proposal. They have also participated in recruitment sessions, provided information sessions on career opportunities at MGM, and led workshops on online interviewing, giving trainees access to their online HireVue system for mock interview sessions, with individual job seeker feedback.

The potential impact of the proposed project is to mitigate existing education and training gaps that existed prior to MGM Resorts coming into the region, and present challenges to MGM’s ability to source talent. The hiring practices and community outreach of MGM, along with the collaborative work of the partners, have had significant impact.

The Work Ready partnership’s emphasis on High School Equivalency, job readiness, digital literacy skills, and culinary skills are substantiated by the MassHire Workforce Board Pioneer Valley Blueprint of 2018 and subsequent 2022 updates.

Work readiness gaps and talent shortages have been so endemic that the 2018 Blueprint identified the “the top 3 challenges facing the region’s business and industry over the next five years” as:

1. Attracting and retaining a sufficient number of skilled and/or educable employees at all levels;

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- 2. Talent shortages....and development and implementation of creative workforce development strategies and;
- 3. Sustaining/expanding business growth will require more investment in systems critical to supporting the needs of workers, including transportation, housing, childcare, education, employment services, and job training.”

The Blueprint emphasizes the high correlation between unemployment and lack of a high school credential. Furthermore, the *Annual Economic Analysis Report, Massachusetts Workforce and Labor Review, Project Year 2021* drafted by the MA Executive Office of Labor and Workforce Development Department of Economic Research, states the following:

The Leisure and Hospitality industry saw some of the greatest employment losses in 2020 as a result of the COVID-19 pandemic, according to Current Employment Statistics (CES) data. These losses can be attributed to restaurant closures and travel restrictions, which reduced the demand for accommodations. However, Leisure and Hospitality also saw the greatest job increase (107.0%) from April 2020 to December 2021. Similarly, this increase can be attributed to businesses reopening as COVID-19 restrictions were lifted in May of 2021. Despite this increase, the Leisure and Hospitality industry continues to struggle to recover to pre-pandemic levels. When comparing 2019 monthly averages to 2021 monthly averages, Leisure and Hospitality jobs have declined by 21.9%; subsectors including Arts, Entertainment and Recreation as well as Accommodation and Food services saw reductions of 24.0% and 21.5%, respectively. Thus, while the Leisure and Hospitality sector is recovering, it has not reached pre-pandemic levels.

These findings are indicative of MGMs current needs as they relate to food servers and hospitality staff. MGM anticipates at least 75 openings overall in the coming year, with at least 30 openings for cooks, 15 openings for Kitchen Stewards, 10 openings for food runners, 5 openings for food servers, 10 openings for fountain workers, 5 openings for host persons. Additionally, the MassHire Workforce Board projects over 500 additional openings for restaurant cooks projected for the region.

Burning Glass data obtained from the *MassHire Hampden County Workforce Board’s Occupational Titles for Job Postings from June 2021 to September 2021* lists 390 postings for restaurant cooks, 62 listings for short order cooks and 132 postings for food preparation workers in the workforce region of Hampden, Hampshire and Franklin Counties.

Additionally, the updated 2018-2022 Pioneer Valley Blueprint shows that there are more openings for restaurant cooks than qualified applicants as shown by the vacancies listed below.

Accommodation and Food Services	Supply: Short-Term	New Demand and Measure	Supply Gap	Supply Gap	Annual Wages	More Openings than Qualified
Cooks, Restaurants	168	238	-70	.70	\$22,566	Yes

Furthermore, the blueprint states that there are 2,500-3,000 jobs to be created within the Arts, Entertainment, and Recreation industry as exemplified by MGM Resorts. These jobs will be found within the following sectors: casino, hotel operations, food and beverage, general admin., security/surveillance, entertainment, It, and Culinary.

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Part C- Workforce Development

- II. Please describe the project in detail and how the proposed project will address the impact indicated above. Please include a breakdown of the proposed scope of work, the scope should be sufficiently detailed to allow the review team to understand the steps required for project completion. Please describe the deliverables, including the number of individuals to be served, number of hours, projected outcomes, location of program, cities and towns served.

Holyoke Community College (Line Cook/Hotel) will provide:

- 7 cohorts of Line Cook training (110-120 hours/cohort), both day and evening. 12 students per cohort, 84 trainees. Successful completers earn 3 Credit for Prior Learning credits for HCC CUL 100, and 2 college credits for students who earn the ServSafe Manager Certificate. Credentials include Line Cook Certificate, Credit for Prior Learning, ServSafe Food Manager, and Allergen.
- 4 cohorts of Hotel Front Desk/Room Attendant training (evening, 25-40 hours), 8 students/cohort, 32 trainees. Credentials include Certificate of Completion and Guest Service Gold Customer Service (recommended to us by MGM). Please note that 3 graduates of the Hotel program have been placed at MGM Resorts Springfield this year already. MGM Human Resources communicated to HCC by email in January that “including Front Desk and Room Attendant again makes sense from our perspective.”
- All trainings (Line Cook and Hotel) will include a tour of MGM Resorts Springfield, interview workshop with MGM including individual feedback on interview skills, and job application to MGM Resorts Springfield
- HCC’s programs serve the Host and Surrounding communities, as well as the surrounding area, with an emphasis on job seekers seeking immediate employment in the industry. In addition to MGM Resorts Springfield, HCC has a wide and active network of employer partners, including area restaurants and hotel, college dining services, and Baystate Health food services.

Springfield Technical Community College (STCC) Hampden Prep:

1. Instructional Program

The Hampden Prep Program, under the auspices of the Springfield Technical Community College (STCC) Division of Workforce Development, will offer high-impact computer & digital literacy training and job readiness skills with ESL support, HiSET/GED test preparation Fast Track, contextualized ESL for hospitality/customer service, and hospitality industry related certifications.

The Hampden Prep Program is dedicated to providing various pathways and options for participants to develop their individual skills in alignment with their own personal, professional, and educational goals. To best serve our diverse population of learners, STCC offers training opportunities and certifications through a variety of nationally recognized programs and organizations aimed at meeting students' diverse needs. Moreover, participants are provided with the opportunity to develop transferable skills for success in post-secondary education, and prepare them for workplace success.

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Classes will be scheduled in various formats, day and evening cohorts, in person (on the STCC campus) and virtually.

Computer & Digital Literacy:

Participants will engage in **128 hours (8 week sessions, four times per year)** of various levels of computer, technology, and digital literacy programming. The **ESL Co-Instructor** will provide contextualized instruction in line with career pathways to help scaffold learning and improve students' English language skills. Students may participate in more than one session throughout the year, therefore, their duration in the program is based on their individual goals and needs. Programs and opportunities to earn industry-related certifications include but are not limited to:

- Aztec Digital Literacy
- Microsoft Digital Literacy,
- GCF Global
- Northstar Digital Literacy
- Applied Digital Literacy Skills
- TestOut Office Pro (Microsoft Office Suite Specialist certification)
- MOS Specialist Certification
- TestOut ITFundamentals Pro (prep for the COMPTIA Fundamentals + exam)

Adult Basic Education: Hampden Prep will provide participants with the opportunity to co-enroll in our Adult Basic Education Program through the Springfield Adult Learning Center (SALC) to develop the educational skills needed to earn their High School Equivalency (HSE). Class sessions are **8-weeks long (96 hours)** and offered 4 times per year. Students' duration in the program depends on their individual level of readiness and needs.

HiSET/GED Fast Track: Hampden Prep will offer an accelerated **64-hour class** in the summer and winter session focused on specific test preparation strategies (i.e. completing tasks under timed conditions), content (reading, writing, social studies, science, and math), and digital literacy for participants who are prepared to take the HiSET or GED tests (students with at least a 9.0 grade level equivalence in math and reading to enter the program).

ESL for Customer Service & Hospitality: The ESL (English as a Second Language) instructor will provide **168 hours** of contextualized English language learning instruction for individuals entering the hospitality industry, particularly those pursuing customer-facing roles. Participants will develop the necessary language skills, cultural sensitivity and awareness to deliver exceptional customer service in an English-speaking environment. This class will be offered twice a year (fall and spring).

ServSafe: The ServSafe classes for food handler (**16 hours**), and alcohol (**16 hours**) are nationally recognized food safety and service certification programs administered by the National Restaurant Association. Students will learn about foodborne illnesses, food

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sanitation, and responsible alcohol service. Participants who have previously worked in the field will be encouraged to pursue the manager certification (**32 hours**) to train other employees. Students interested in the manager certification who have not previously worked in the field, will be encouraged to shadow a manager in collaboration with our employer partner to gain experiential knowledge prior to enrolling in the class. The ESL co-instructor will provide individuals who are not native English speakers with the necessary language skills and knowledge to successfully participate in ServSafe training (bridge language barriers and ensure that participants can comprehend the content, instructions, and assessments). The classes will be offered twice a year (summer and winter).

2. **Recruitment, Retention, and Transition:**

STCC WDC will focus recruitment efforts on community members from the Greater Springfield area from low-income families, under-employed and unemployed, prospective students in the waitlist and current students pursuing their High School Equivalency.

The **Recruitment & Retention Specialist** will support outreach efforts on and off-campus, to prospective students, parents, community agencies, and a variety of other individuals or organizations by attending recruitment events, organizing and conducting information sessions, meeting one-on-one with potential students, providing information regarding training opportunities and ensuring program enrollment targets are met.

The **Education and Career Advisor** will work with students **one-to-one** who have registered for the program to discuss goals and collaboratively develop a career plan and expectations for realistic outcomes for each program session. Students will receive **individualized support** on a regular basis to address barriers to education and get referrals for services provided on and off-campus through partnerships with community agencies. The Advisor will facilitate weekly **group advising** sessions to discuss **job readiness skills**, complete career aptitude self-assessments, learn about resources and opportunities in the community, and connect with local industry representatives through our **Building Bridges Speaker Series**. Students will be engaged in using **virtual reality headsets for career exploration and skills training**.

The Advisor will also collaborate with STCC Career Services, MassHire, and other community agencies and resources to support students through the employment process to continue or begin a career or continue or begin an education program.

Depending on individual goals and needs, students will be encouraged to continue with Springfield Adult Learning Center, STCC non-credit certificate, transition to college through degree programs in areas of regional priority, other opportunities such as the HCC Culinary and Hospitality program, or be assisted with direct employment.

3. **Projected Outcomes:**

- Number of individuals to be served: 100 - 150 participants
- 80% of participants will complete one or more of the following:
 - A minimum of 1 Completion, Module, or certificate from Aztec Digital Literacy, Microsoft Digital Literacy, GCF Global, Northstar Digital Literacy, or Applied Digital Literacy Skills.
 - Continue or begin a training class/program, begin a college certificate or degree program, or continue or begin

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Adult Basic Education/High School Equivalency classes.

- Begin or continue employment (begin or retain employment, or earn higher wages and/ or earn a promotion)
- Begin the TestOut Office Pro to prepare for the Microsoft Office Suite Specialist certificate earning 1 or more micro-badge(s) toward the completion of the certificate (90 hours).
- Earn a MOS Specialist Certificate.
- Begin the TestOut ITFundamentals Pro to explore IT careers and topics, prepare for the COMPTIA Fundamentals + exam, while earning 1 or more micro-badge(s) toward the completion of the certificate.
- Complete a ServSafe certificate.
- Complete an ESL for Customer Service & Hospitality course.
- Develop a Career Plan.
- Complete one or more: revise or create a cover letter for employment related to the Career Plan, revise or create a resume, complete a job application, and/or complete a job interview.
- Complete MassCis: Career Aptitude Self-Assessments

Springfield Public Schools Ahead of the Game - Springfield Public Schools is committed to continuing the “Ahead of the Game” program, entering its sixth year, which focuses on supporting low-skilled, low-income adult students in acquiring skills relevant to casino-related careers. The next year's main goal is to help 100 adult students gain training, education, and access to post-secondary programs that lead to gainful employment. The target population for the program is low-skilled adults without high school credentials.

Operated through the Springfield Adult Education Center, the program provides a comprehensive array of resources to students, including basic literacy, basic mathematics, high school equivalency test preparation (HiSET/GED/TABE), adult diploma programs, English for Speakers of Other Languages (ESOL), job skills training (interview and resume writing), financial literacy, work readiness training, and computer literacy. Students also participate in a series of workshops tailored to their needs. All participants are placed in the program based on their specific educational needs and meet weekly throughout the year. Courses are offered during the day and evening hours to accommodate the adult community's diverse needs.

Successful completion of the “Ahead of the Game” program results in students being enrolled and accepted into a post-secondary training course or securing long-term employment. The program will be held at the Springfield Adult Education Center at 204 Boston Road, Springfield, Massachusetts. Classes are scheduled for Monday, Tuesday, Wednesday, and Thursday, with each session lasting approximately three hours. Additionally, soft skill workshops will be conducted throughout the year based on the needs of currently enrolled adult students.

Springfield Public Schools has committed to matched and leveraged funds to support the “Ahead of the Game” program.

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The funding includes support for part-time certified teachers for Adult Basic Education and ESOL classes, a dedicated case manager for “Ahead of the Game” students, a WIDA screener for ESOL students, an Information Technology Analyst overseeing data collection, textbooks, classroom supplies, testing materials, and funding for program location and office staff.

The program is designed to primarily serve individuals from Springfield and the surrounding areas. Continued success will be ensured through ongoing monitoring, assessment of participant progress, and adaptability based on the evolving needs of the students. Open communication with collaborative partners will further strengthen the impact of the initiative.

Proposed MGC Grant Budget

Please use the following table to outline the project budget. Please include as an attachment any requests for proposals, quotes, or estimates that would quantify the costs associated with the mitigation.

Description of Purchase/Work	Timeline	QTY	Budget
HCC Line Cook/Hotel Training	July 1 2024 – June 30 2025	7 cohorts Line Cook, 4 cohorts Hotel	\$323,750 (TOTAL)
HCC Budget Detail (see Budget Narrative for details)			
Personnel (salary and Fringe)			\$250,132
Supplies and Materials			\$ 39,610
Outreach and Recruitment (Springfield Works Subcontract)			\$ 4,000
Other (Marketing, staff travel for recruitment)			\$ 7,700
Indirect Expenses			\$ 22,308
Partner Program Subcontracts (see Budget Narrative for line item expenses)			
STCC Hampden Prep	July 1 2024 – June 30 2025		\$301,250
SPS Ahead of the Game	July 1 2024 – June 30 2025		\$125,000
	TOTAL:		\$750,000

For full guidelines please see www.massgaming.com/about/community-mitigation-fund/application-guidelines/

**Springfield Public Schools
Adult Education Center Calendar
Academic Year 2024-2025**



HERITAGE • KNOWLEDGE • CAREER

204 Boston Road
Springfield, MA 01109

Adult Ed Center Main Office
(413) 787-7210
Carmen DeJesus, Case Manager
(413) 750-2480

September 2024

M	T	W	Th	F
2	3	★4	●5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

October 2024

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November 2024

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December 2024

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✕23	✕24	✕25	✕26	27
30	31			

January 2025

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✕20	21	22	23	24
27	28	29	30	31

Subject to change

February 2025

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10	11	12	13	14
✕17	— 18	— 19	— 20	— 21
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March 2025

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31				

April 2025

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May 2025

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June 2025

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July 2025

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14	15	16	17	18
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28	29	30	●31	

Calendar Legend	
★	HISET 1st Day of Classes
●	ESOL 1st Day of Classes
◆	HISET/ESOL Last Day of Classes
+	Students Testing (subject change)
—	Students No Classes
✕	Holiday - AEC Closed (no classes)

2024 Workforce Development Program Application				
2024 Workforce Development Program Application				
Work Ready - HCC/STCC/SPS - Combined New Proposed Budget				
Line 1: Personnel				
Position	Description	Total Hours	Rate	Total
<i>Assistant Project Coordinator</i>	<i>Works with partner agencies to coordinate</i>	925	\$37.80	\$35,062.00
Line Cook Training: 120 Hours - 7 Cohorts				
Line Cook Coordinator	Paul Sheehan, 18.Shrs/week x 50 weeks	925	\$37.80	\$34,965
Educational and Career Advisor,	Advising, job placement	925	\$ 32.00	\$29,600
Educational and Career Advisor,	Advising, job placement	775	\$ 32.00	\$24,800
Intake Specialist (Candace	Intake, screening, referrals, 18.5 hrs/wk, 50	925	\$ 32.00	\$ 29,600
Bilingual Outreach Specialist	9.25 hrs/week x 50 weeks	463	\$ 32.00	\$14,800
				\$0
Culinary Instructors	Line Cook Training - 110 hrs/ cohort x 7	770	\$75.00	\$ 57,750
Lab Technician	Lab Technician support for Line Cook	630	\$ 17.28	\$10,886
Hotel Instructors	Room Attendant and Front Desk Attendant - 4 cohorts 25 hours oer cohort	100	\$ 75	\$7,500
Total Personnel				\$244,963
Line 2: Fringe Benefits				
Position	Basis for Cost Estimate			Amount
	FY24 Part-Time Rate (negotiated by State of Massachusetts) 2.11%			\$5,169
Total Fringe				\$ S169
Total Salary and Fringe				\$250,132
Line 3: Supplies and Materials				
ServSafe Books, exam fees	12 students x 7 cohorts (84 students) x \$70 per student			\$5,880
Culinary Supplies (food)	7 cohorts x \$3559.29 per cohort			\$24,915
Instructional Supplies	12 students x 7 cohorts (84 students) x \$31.94/student			\$2,683
Culinary Uniforms	12 students x 7 cohorts (84 students) x \$73/student			\$6,132
Total Supplies and Materials				\$39,610
Line 4: Contractual				
Subcontract - SQRingfield Public Schools - Ahead of the Game				
Position	Description			Total
Instructional Staff+ Fringe	09/1/2024-06/30/2025	4 Staff		\$106,333.00
Advertising	09/1/2024-06/30/2025			\$10,000.00
Program Supplies	09/1/2024-06/30/2025			\$4,000.00
Software	09/1/2024-06/30/2025			\$1,580.00
			Subtotal	\$121,913
Indirect Costs 2.45%	09/1/2024-06/30/2025			\$299,296
TOTAL-SPS				\$12S,000
Subcontract - SQRingfield Technical Communi!Y College - HamQden PreQ				
Positions				
Please see Tab 2 for budget details				\$0
Salary and Fringe				\$232,295
Supplies and Materials (non-personnel)				\$47,938
Subtotal				\$280,233
Indirect				\$21,017.48
TOTAL-STCC				\$301,250
Subcontract - MassHire HamQden CountII Workforce Board				
Subcontracts - Outreach and Recruitment				
Springfield Works, \$400/month x 10 months				\$4,000
TOTAL-ALL SUBCONTRACTS				\$4,000
Line 6: Other				
				Total
Marketing (HCC)				\$5,000
Mileage for Outreach and				\$ 2,700

		Total Other	\$7,700
Line 7: Total Direct Costs			\$297,442
Line 8: Indirect Costs (Lead Agency):			
		Approved Indirect Cost Rate	Total
Holyoke Community College	17.5%		
		Total	\$22,308
Line 9: Total Funds Requested.			\$750,000

2024 Workforce Development Program Application

2024 Workforce Development Program Application

STCC Budget

Line 1: Personnel

Position	Description	Total Hours	Rate	Total
Project Coordinator - Director of	<i>The Director will lead the development and</i>	260	\$45.00	\$11,700.00
Project Coordinator - Director of	The Director serves as a key Workforce Development	260	\$45.00	\$11,700
Project Coordinator-Director of	The Director of Operations will provide grants,	260	\$45.00	\$11,700
Morning Instructor, Jesse	The Morning Hampden Prep instructor will be	925	\$30.00	\$27,750
Evening Instructor, Ruth M.	The Evening Hampden Prep instructor will be	925	\$30.00	\$27,750
Education & Career Advisor,	The Advisor will facilitate individual and group	925	\$28.00	\$25,900
Recruitment & Retention Specialist	This individual will be responsible for attending various	925	\$25.00	\$23,125
1 Day ESOL Co-Instructors/Tutor:	The English as a Second Language (ESOL) Co-instructor	777	\$30.00	\$23,310
1 Eve ESL Co-Instructors/Tutor:	The English as a Second Language (ESL) Co-instructor will	777	\$30.00	\$23,310
1 Contextualized ESL for Customer	The ESL for Customer Service & Hospitality (instructor will be	336	\$50.00	\$16,800
1 HiSET Fast Track Instructor (4-	The HiSET Fast Track instructor will be responsible for	192	\$30.00	\$5,760
1 ServSave ESL Co-Instructor/Tutor	The ESL ServSave co-instructor will be responsible for	128	\$30.00	\$3,840
Total Personnel				\$212,645

Line 2: Fringe Benefits

Position	Basis for Cost Estimate	Amount
	Fringe for Benefited Staff (43.2%)	\$15,163
	FY24 Part-Time Rate (negotiated by State of Massachusetts) 2.11%	\$4,487
Total Fringe		\$19,650
Total Salary and Fringe		\$232,295

Line 3: Supplies and Materials

Northstar Digital Literacy	\$1000, TestOut Digital Literacy Software \$90 x 10, Exam Vouchers \$1,000 site license,	\$5,675
Tech Equipment (VR headsets &	3 headsets x \$3785	\$11,355
Office Supplies	paper, printing, pens, pencils, binders and notepads	\$2,500
Staff Mileage/ student transport	1,370 miles x .67 federal mileage rate	\$918
Professional Development (MCAE)	10 participants x \$185 ea	\$1,850
Student Bus Passes	\$47 x 120 students	\$5,640
Training Materials & Certification	ServeSafe x 3 (Fall, Spring, Summer) 60 seats x \$333 per person	\$20,000
Total Supplies and Materials		\$47,938

Line 6: Other			
			Total
		Total Other	\$0
Line 7: Total Direct Costs			\$280,233
Line 8: Indirect Costs (STCC):			
	Approved Indirect Cost Rate		Total
STCC	7.50%		
		Total	\$21,017
Line 9: Total Funds Requested.			\$301,250

January 24, 2024

Joseph Delaney
Chief of Community Affairs
Massachusetts Gaming Commission
101 Federal Street, 12th Floor
Boston, MA 02110

Dear Mr. Delaney:


MGM Springfield is pleased to submit this letter of support for Work Ready 24, a program supported by the Massachusetts Gaming Commission's Community Mitigation Fund - Workforce Development Program. Our existing partnership with Holyoke Community College (HCC), Springfield Technical Community College (STCC), and Springfield Public Schools (SPS) has proven to be highly effective in creating and providing career pathway training to support our workforce needs at MGM Springfield.

The **Work Ready 24** application is designed to provide specific workplace skills training and stackable credentials to the unemployed, underemployed, and those with limited educational attainment to improve their ability to gain employment. Direct skills training will include line-cook, hotel/hospitality training, and the continued expansion of a pipeline from the Springfield Public Schools' *Ahead of the Game* adult education program to the workforce training programs at HCC and STCC.

In accordance with our Workforce Development Plan, MGM Springfield has worked closely with area colleges, public school districts, community-based organizations, and other partners to provide training and educational opportunities to qualify individuals for employment in the industry. These programs continue to create opportunities for job seekers in which English is not their first language, enabling these individuals to gain the industry skills needed to successfully compete for jobs.

MGM Springfield commits to a continued partnership with HCC, STCC, and SPS to ensure that all job seekers in our region have access to high-quality training and in-demand

careers.
Sincerely,



Jason Randall
Executive Director of Human Resources
MGM Springfield

