



FY 2026 Regional Agency Mitigation Fund Grant Application

Application Instructions:

- I. All applications must be received by the Massachusetts Gaming Commission by January 31st, 2025, at 11:59 p.m. to be considered for funding for the FY 2026 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. All applications must submit a detailed scope of work and timeline for implementation of the project identified in the application.
- VI. All applications must contain appropriate backup materials that support the application.
- VII. The Grant Manager will be responsible for compiling the information for the quarterly reports and the submittal of the quarterly reports.
- VIII. The application must be signed by the agency's CEO or an individual with signatory authority.
- IX. 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
- X. Submit this completed form as well as any relevant attachments to MGCCMF@Massgaming.gov or as a response to the COMMBUYS BID-BD245- 1068- 1068C-1068L-107735

For more detailed instructions as well as the full FY 2026 Application Guidelines visit <https://massgaming.com/about/community-mitigation-fund/>

Grant Manager Information:

Applicant: Holyoke Community College

Vendor Code: 04-2719849

Name: [Kermit Dunkelberg](#)

Title: Asst VP ABE & Workforce

Email Address: kdunkelberg@hcc.edu

Telephone: 413-552-2506

Address: 303 Homestead Avenue, Holyoke MA 01040

Budget Summary

Use the space below 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 “add 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	Work Ready 25	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 2025 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/(HCC Line Cook) and Hotel/Hospitality delivered by our consortia partners.	\$807,619
Total Request			\$807,619

Are you requesting a waiver for any program requirement? Yes No (Waiver for STCC budget only)

Applicant Certification

- I. 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.

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.

DocuSigned by:

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 Signature:

1/30/2025

 Date:

Narayan Sampath CFO/VP Admin & Finance

 Name and Title of Signatory:

Part C - Workforce Development- The application should include sufficient backup information for the review team to fully understand the project(s). This information could include other relevant workforce statistics and economic models.

Project Name: Work Ready 25	
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: AVP, 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 Avenue Holyoke, MA 01040	Address: 303 Homestead Avenue Holyoke, MA 01040
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: 413-787-7100 x68831
Address: One Armory Square Springfield, MA 01105	Address: 204 Boston Road Springfield, MA 01109
<p>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 supports the determination that the operation of the gaming facility caused or is causing the impact (i.e., surveys, data, reports, etc.).</p>	
<p>The conditions that led to the Work Ready collaboration among HCC, STCC, SPS, and MGM Springfield persist. Workers previously employed by local businesses are now working at the casino. Local businesses are struggling to hire workers because the pool of employable candidates has decreased. The area continues to struggle with educational attainment levels, and most employment requires employees to have at least basic computer skills.</p>	

According to the Demographics Statistical Atlas of the United States, the city of Springfield has 21,300 adults over the age of 25 without a high school credential. This amounts to 22.8% of that population group. In addition, there are many individuals who do not speak English. Our program has a significant waiting list for English for Speakers of other languages (ESOL). Jobs at the Casino or jobs that support casinos require some type of high school credential or the ability to speak English. There are many training programs to prepare people for employment but those programs require high school credentials or ability to understand English. Many local businesses that lost workers to casino employment are in desperate need of skilled workers. This data demonstrates that based on the educational attainments of adults some of those jobs will not be filled. In addition, our communities are entrenched in poverty and not contributing to the local economy.

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 continue 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.

According to the Bureau of Labor and Statistics, over 26,990 individuals are currently employed in the Springfield Metropolitan Statistical Area (including parts of Northern Connecticut) in Food Preparation and Service-Related occupations. In addition, approximately 10,000 individuals in hotel and lodging management, housekeeping, building and grounds and related hospitality occupations. Food preparation and lodging is the third largest industry employment sector in the region after Healthcare and Education. Hospitality, food preparation, related service are a significant component of the region's workforce and economic activity.

Tourism related employment, alone, in the Springfield MSA totals nearly 5,000, with a payroll of more than \$120 million annually. Direct spending of travelers in the region is nearly \$525 million, resulting in local tax receipts of nearly \$11.5 million. The need for culinary hospitality and tourism workers stems from the vital role they play in attracting visitors to destinations, providing a positive guest experience through food and service, and supporting the local

economy by managing restaurants, hotels, and attractions, ultimately driving tourism growth and creating a vibrant culinary scene within a community; this demand is further fueled by the rising popularity of "food tourism" where people travel specifically to experience unique local cuisine.

The Massachusetts Department of Economic Research notes that cooks/line-cooks is the 10th fastest growing occupation in the region. It is anticipated that this occupation will grow by 18.6% in the next seven years (or 281 new positions). According to various job posting sites the current number of cook/line-cook postings are robust:

- Indeed – 187
- Zip Recruiter – 146
- LinkedIn – 117
- Zippia – 591

The MGM Springfield workforce has grown by a little more than 100 jobs, or by 8%, over the last year. However, there are still approximately 150 openings, especially in the sectors involving culinary related occupations. The job growth has not caught up with the pace of demand.

The Work Ready 25 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.

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 & Hospitality)

HCC will provide training in two needed areas: line cook and hotel & hospitality. 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 hotels, college dining services, and Baystate Health food services.

Line cook training, which will provide 120 hours of training to seven cohorts of students, will be offered both day and evening. Each cohort will have up to 12 students, for a total of 84 trainees. Successful completers can earn credentials including a Line Cook Certificate, ServSafe Manager Certification, ServSafe Food Handler, and Allergen and/or Alcohol certification.

Hotel & hospitality training, which will be offered in the evening for 25 hours, will be provided for four cohorts of students. Each cohort will have up to 8 students, for a total of 32 trainees. Available credentials include a Certificate of Completion and Guest Service Gold Customer Service (recommended to us by MGM).

Both trainings (Line Cook and Hotel/Hospitality) typically include a tour of MGM Resorts Springfield and an interview workshop with MGM staff, which often results in an actual interview with MGM Resorts Springfield

Springfield Technical Community College (STCC) Hampden Prep

I. Instructional Program

The Hampden Prep Program, under the auspices of the Springfield Technical Community College (STCC) Division of Workforce Development, will offer a bridge to local employment training including:

- Career exploration
- Job readiness skills
- Computer & digital literacy certifications (i.e. North Star, Microsoft Office Specialist, Google Workspace, CompTIA)
- HiSET/GED test preparation (bilingual approach, i.e. Spanish)
- Contextualized ESL for hospitality & customer service
- Hospitality industry related certifications (ServSafe for Food Handlers, Alcohol, Management, Guest Services Gold)
- Building Bridges (community connections and resource navigation)
- Bilingual Education & Career Advising
- Recruitment and Retention support (community events and student opportunities)

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.

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 IT Fundamentals Pro (prep for the COMPTIA Fundamentals + exam)
- Career Exploration Virtual interactive job shadowing experiences

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.

Spanish HiSET/GED: Hampden Prep will offer an Spanish HiSET preparation classroom instruction focused on student assessment, and providing a contextualized curriculum and lesson plans in line with assisting students to help pass their HiSET/GED exam content (reading, writing, social studies, science, and math), and digital literacy for participants who are prepared to take the HiSET or GED tests.

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.

ServSave: 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 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).

II. 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 student's **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.

The **Program Specialist** provides support with program implementation, recruitment, intake, persistence, and transition to ensure that students are ready to successfully start and complete the workforce training programs.

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.

III. 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 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.

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 on 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 target population for the program is low-skilled adults without high school credentials. The entry point into the Work Ready Pipeline is through the Springfield Public Schools "Ahead of the Game" Program, with an expected output of approximately 100 adults. The intended outcome is for students to complete their Adult Basic Education (ABE) courses and successfully pass their GED/HiSET exams, leading to the next step in their career pathway which involves either employment or enrollment in a postsecondary program at HCC or STCC. 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. 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 collaborative partners for the program included Holyoke Community College and Springfield Technical Community College, with a shared commitment to building strong pathways across the partnering organizations. 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. This effort by our program will help alleviate some of the shortage of skilled workers, provide the local economy with a boost, and help those members of the community who are entrenched in poverty.

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 and Hotel & Hospitality	9/1/25 – 6/30/26	116 trainees	\$323,750

SPS Ahead of the Game	9/1/25 – 6/30/26	100 trainees	\$125,000
STCC ABE, Spanish HiSET/GED, Digital Literacy, and ESL	9/1/25 – 6/30/26	100-150 trainees	\$358,869.57*
	TOTAL:	316-366 trainees	\$807,619

PLEASE REFER TO ATTACHED DETAILED BUDGETS FOR EACH AGENCY.

**After conversations with MGC, STCC has requested additional funding. A completed waiver has been attached to this application.*

APPENDIX F – RFR BD25-1068-1068C-1068L-109685
REGIONAL AGENCY BLOCK GRANT FY 2026 WAIVER FORM

Applicants may request a waiver of a condition set forth in the Application for the Commission’s consideration. All requests for waivers or variances shall be submitted with the Application. The Commission may in its discretion waive or grant a variance from any provision or requirement contained in the FY 2026 Guidelines.

Applicant: Springfield Technical Community College
Program Manager: Gladys Franco
Email: gnfranco@stcc.edu
Telephone: 413-209-2814
Address: 1 Armory Square, Springfield, MA 01102

<p style="text-align: center;">I. Programmatic Requirement Variance Request: <i>A regional agency may request a waiver from any application requirement. Regional Agency waivers will be evaluated on a case-by-case basis and applicants will be notified of the Commission’s decision.</i></p>
<p>Basis of Waiver Request:</p> <p>STCC Workforce Development is requesting a budget increase to enhance the programs funded through the Community Mitigation Fund. The current programming plays a vital role in addressing workforce gaps and empowering individuals with essential skills for economic success. To maximize its impact and effectively serve the growing and diverse needs of our community, we are proposing several key enhancements: <u>Net Budget Increase required 18.91%.</u></p> <p>1. Increased Bilingual Support: +\$15,390</p> <ul style="list-style-type: none">● Need: A significant portion of our target population requires support in languages beyond English. Limited bilingual resources hinder program accessibility and success for these individuals.● Impact: Increased funding will allow us to:<ul style="list-style-type: none">○ Hire qualified bilingual instructors and support staff.○ Develop and procure bilingual instructional materials across all program areas.○ Offer language interpretation and translation services.○ Expand outreach and recruitment efforts within diverse communities. <p>2. Increased Funding for Spanish HiSET Instruction:+\$16,416</p>

- **Need:** High demand exists for Spanish-language instruction for the High School Equivalency Test (HiSET). There are currently no Spanish-HiSET/GED prep programs in the region besides the Fast Track we will be implementing this Spring. Limited resources constrain our ability to meet this crucial need.
- **Impact:** Increased funding will enable us to:
 - Expand the number of Spanish-language HiSET preparation courses.
 - Hire dedicated Spanish-speaking HiSET instructors.
 - Procure specialized Spanish-language HiSET study materials.
 - Increase the number of available testing opportunities.

3. Increased Funding for Bilingual Contextualized Hospitality Training: +16,416

- **Need:** The hospitality industry is a major employer in our region. However, many individuals, particularly those with limited English proficiency, lack the necessary skills and certifications (ServSafe, Food Handler, Alcohol, and Manager).
- **Impact:** Increased funding will allow us to:
 - Expand and deliver bilingual hospitality/customer service training programs.
 - Provide access to industry-recognized certifications.

4. Increased Funding for Simulated Technology Training Resources: +\$4,010

- **Need:** Many individuals are unaware of available career pathways and the skills needed to succeed in them. The rapid evolution of technology demands a skilled workforce. Limited access to simulated technology training resources hinders the development of essential technical skills. Limited resources restrict the ability to provide comprehensive career exploration opportunities.
- **Impact:** Increased funding will allow us to:
 - Acquire and maintain updated software and hardware for simulated training.
 - Develop and implement innovative training programs utilizing virtual and augmented reality technologies to enhance career exploration.
 - Conduct in-depth career assessments and develop personalized career plans.
 - Connect individuals with mentors and industry professionals.

By addressing the specific needs of our diverse population, we can better prepare individuals for successful careers, strengthen our local economy, and improve the overall well-being of our community.

2026 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>Coordinates data and outcome tracking, and</i>	925	\$37.80	\$35,062.00	
Line Cook Training: 120 Hours - 7 Cohorts					
Line Cook Coordinator	Paul Sheehan, 18.5 hrs/week x 50 weeks, Line	925	\$37.80	\$34,965	
Educational and Career Advisor,	Jungsun Hyun, Advising, job placement	925	\$ 32.00	\$ 29,600	
Educational and Career Advisor,	Besar Bacaj, Advising, job placement	775	\$ 32.00	\$ 24,800	
Intake Specialist (Candace Griffith)	Intake, screening, referrals, 18.5 hrs/wk, 50 weeks	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 per cohort	100	\$ 75	\$ 7,500	
				Total Personnel	\$ 244,963
Line 2: Fringe Benefits					
Position	Basis for Cost Estimate			Amount	
	FY25 Part-Time Rate (negotiated by State of Massachusetts) 1.62%			\$3,968	
				Total Fringe	\$ 3968
				Total Salary and Fringe	\$ 248,932
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 \$3181 per cohort			\$ 22,265	
Laptops for student use				\$ 4,150	
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	\$ 41,110
Line 4: Contractual					
Subcontract - Springfield Public Schools - Ahead of the Game					
Position	Description			Total	
Instructional Staff + Fringe	09/1/2025-06/30/2026	4 Staff		\$115,913.00	
Advertising	09/1/2025-06/30/2026			\$4,000.00	
Program Supplies	09/1/2025-06/30/2026			\$2,000.00	
Software	09/1/2025-06/30/2026			\$0.00	
				Subtotal	\$ 121,913
Indirect Costs 2.45%	09/1/2025-06/30/2026			\$3,087	
				TOTAL - SPS	\$ 125,000
Subcontract - Springfield Technical Community College - Hampden Prep					
<i>See details on next tab</i>					
				TOTAL - STCC	\$358,869.57
Subcontract - MassHire Hampden County 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)				\$ 4,700	
Mileage for Outreach and	4000 miles @ .675/mile			\$ 2,700	
				Total Other	\$ 7,400
Line 7: Total Direct Costs				\$ 297,442	
Line 8: Indirect Costs (Lead Agency):					
				Total	
	Approved Indirect Cost Rate			Total	
Holyoke Community College	7.5%				
				Total	\$ 22,308
Line 9: Total Funds Requested.				\$ 807,619	

**2025 Workforce Development Program Application
STCC Budget**

Line 1: Personnel				
Position	Description	Total Hours	Rate	Total
Project Coordinator - Director of R,R&T(Ian Noonan)	The Director will lead the development and implementation of strategic enrollment & student success management plan including outreach, intake, new student orientation, testing, retention, transition to college and/or job placement and related student	390	\$47.25	\$18,427.50
Project Coordinator - Director of I&A (Meliana Kornacki)	The Director serves as a key Workforce Development Division leader charged with delivering excellent instructional and assessment services, actively contributing to our institution-wide enrollment,	390	\$47.25	\$18,427.50
Program Specialist, TBD	The program specialist provides support with program implementation, recruitment, intake, persistence, and transition to ensure that students are ready to	925	\$33.00	\$30,525.00
Morning Instructor, Jesse Mushenko	The Morning Hampden Prep instructor will be responsible for daily classroom instruction, student assessment, and creating a contextualized curriculum and lesson plans in line with career pathways to help	925	\$32.00	\$29,600.00
Evening Instructor, Ruth M. McCormick	The Evening Hampden Prep instructor will be responsible for daily classroom instruction, student assessment, and creating a contextualized curriculum and lesson plans in line with career pathways to help	925	\$32.00	\$29,600.00
Bilingual Education & Career Advisor - Day, Katherine C. Ortiz	The Advisor will facilitate individual and group advising, college and career events, and enrichment activities to ensure every program participant is provided with	925	\$30.00	\$27,750.00
Bilingual Education & Career Advisor - Evening ,TBD	The Advisor will facilitate individual and group advising, college and career events, and enrichment activities to ensure every program participant is provided with	925	\$30.00	\$27,750.00
Recruitment & Retention Specialist, Lillian Ortiz	This individual will be responsible for attending various recruitment events, organizing and conducting information sessions, meeting one-on-one with	925	\$26.00	\$24,050.00
1 Contextualized ESL for Customer Service & Hospitality Instructor: TBD	The ESL for Customer Service & Hospitality (instructor will be responsible for daily classroom instruction, student assessment, and creating a contextualized curriculum and lesson plans in line with career	925	\$32.00	\$29,600.00
1 Spanish HiSET Instructor: TBD	The Spanish HiSET instructor will be responsible for daily classroom instruction, student assessment, and providing a contextualized curriculum and lesson plans	925	\$32.00	\$29,600.00
Total Personnel				\$265,330.00
Line 2: Fringe Benefits				
Position	Basis for Cost Estimate			Amount
	Fringe for Benefited Staff (43.44%)			\$16,009.81
	FY24 Part-Time Rate (negotiated by State of Massachusetts) 1.62%			\$4,298.35
Total Fringe				\$20,308.16
Total Salary and Fringe				\$285,638.16
Line 3: Supplies and Materials				
Computer, Digital Literacy and Techn	NS lic \$1000, TestOut Digital Literacy Software 10 licenses \$1000, Certipopr 10 MOS Exam Vouchers \$1,150, Test Out Office Pro 30 licenses \$3,270,			\$7,635.00

ESOL Training Program	Burlington English Software Licenses for ESOL Contextualized Training support 30 Licenses @ 99 each			\$2,970.00
Career Exploration and Job Readiness	Annual Software subscription cost for VR training software access			\$1,500.00
Career Exploration Hardware	One time cost VR hardware pre-configured 10 headsets			\$3,000.00
Office Supplies	paper, printing, pens, pencils, binders and notepads			\$2,500.00
Staff Mileage / student transport	1,370 miles x .70 federal mileage rate			\$959.00
Professional Development (MCAE)	10 participants x \$185 ea			\$1,850.00
Student Bus Passes	\$47 x 120 students			\$5,640.00
Training Materials & Certification	ServeSafe x 3 (Fall, Spring, Summer) with parallel ESL enrollment 120 seats each product; web based training and test, Food handler \$15 ea \$1,800, Alcohol \$30 ea			\$16,140.00
				\$42,194.00
Line 6: Other				
				Total
Conference Leadership Development	Workforce Development Institute qtrly conference (4x's per year @1500 = \$6000)			\$6,000.00
Total Other				\$6,000.00
Line 7: Total Direct Costs				\$333,832.16
Line 8: Indirect Costs (STCC):				
	Approved Indirect Cost Rate			
STCC		7.50%		
Total				\$25,037.41
Line 9: Total Funds Requested.				\$358,869.57



MGM SPRINGFIELD
ONE MGM WAY
SPRINGFIELD, MA 01103

413.273.5000
MGMSPRINGFIELD.COM

January 22, 2025

Mr. Joseph Delaney
Chief of the Division 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 26**, a program supported by the Massachusetts Gaming Commission's Regional Agency Mitigation Fund. 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 26** 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, Human Resources



**Springfield Public Schools
Adult Education Center Calendar
Academic Year 2025-2026**



HANOVER • INCL • CAMMA

204 Boston Road
Springfield, MA 01109

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

September 2025

M	T	W	Th	F
1	2	3	4	5
★ 8	● 9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

February 2026

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

October 2025

M	T	W	Th	F
		1	2	3
6	7	8	9	10
★ 13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

March 2026

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	31			

November 2025

M	T	W	Th	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	★ 27	★ 28

April 2026

M	T	W	Th	F
		1	2	★ 3
6	7	8	9	10
13	14	15	◆ 16	17
★ 20	21	22	23	24
27	28	29	30	

December 2025

M	T	W	Th	F
1	2	3	4	5
8	9	10	◆ 11	12
15	16	17	18	19
★ 22	23	24	★ 25	26
29	30	31		

May 2026

M	T	W	Th	F
				3
★ 4	● 5	6	7	8
11	12	13	14	15
18	19	20	21	22
★ 25	26	27	28	29

January 2026

M	T	W	Th	F
			★ 1	2
★ 5	● 6	7	8	9
12	13	14	15	16
★ 19	20	21	22	23
26	27	28	29	30

June 2026

M	T	W	Th	F
1	2	3	4	5
8	9	10	11	12
15	16	17	◆ 18	★ 19
22	23	24	25	26
★ 29	30			

Subject to change

July 2026

M	T	W	Th	F
		1	2	★ 3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	◆ 30	31

Calendar Legend	
★	HISET 1st Day of Classes
●	ESOL 1st Day of Classes
◆	HISET/ESOL Last Day of Classes
+	Students Testing paper/crown
—	Students No Classes
★	Holiday - AEC Closed/recessed