



23

COMMUNITY MITIGATION FUND

2023 Workforce Development Grant Application

Bid No. BD-23-1068-1068C-1068L-81256

All completed applications must be sent by January 31st to be considered for funding for the 2023 Grant Round. Please submit this completed form as well as any relevant attachments to MGCCMF@Massgaming.gov.

For more detailed instructions as well as the 2023 Application Guidelines please visit <https://massgaming.com/about/community-mitigation-fund/>

I. Project Summary
Legal Name of Applicant: Holyoke Community College
Project Name (Please limit to 5 words): Work Ready 2023
Amount Requested: \$500,000
<p>Brief Project Description (approx. 50 words): <i>Please use this space to provide a high-level overview of what your project entails.</i></p> <p>Work Ready 2023 is an enhancement of the collaborative effort of HCC, STCC, and SPS to provide a continuum of adult education, career readiness, and occupational training to connect un- and underemployed residents to education, training, and employment opportunities to meet the workforce needs of MGM Springfield and the region. Programs are designed to mitigate impacts in three primary areas:</p> <ul style="list-style-type: none"> • Lack of trained Cooks for the culinary industry • Lack of high school equivalency among over 57% of adult job seekers • Lack of sufficient digital literacy skills

II. Applicant Contact Information
Please provide below the manager for this grant and any other individuals you would like to be copied on all correspondence.
Grant Manager: Kermit Dunkelberg
Email Address: kdunkelberg@hcc.edu
Telephone Number: 413-552-2506
Address: 303 Homestead Avenue, Holyoke MA 01041
Contact II: Jeff Hayden
Role: Vice President of Workforce Development
Email Address: jhayden@hcc.edu
Telephone Number: 413-552-2587
Address: 303 Homestead Avenue, Holyoke MA 01041
Contact III: Nate Leveille
Role: Staff Associate, Grants Development & Management

Email Address: nleveille@hcc.edu
Telephone Number: 413-552-2404
Address: 303 Homestead Avenue, Holyoke MA 01041

III. Detailed Project Description & Mitigation
<p>1) Please describe in detail the impact that is attributed to the operation of a gaming facility. 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).</p>
<p>The conditions that led to the Work Ready collaboration among HCC, STCC, SPS, and MGM Springfield persist.</p> <p>As of November 2022, unemployment rate in Hampden County is 3.9%. In the MGM host city of Springfield, unemployment is 5.5%. Moreover, 20% of the population as a whole, and 57% 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 (census.gov/quickfacts; Pioneer Valley Labor Market Blueprint).</p> <p>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 position. 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 timesheet. 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 experience culinary workforce is also a significant problem for MGM. Their “number one” workforce need continues to be: “Cooks, cooks, and cooks!” HCC and MGM communicate and collaborate regularly to address his workforce need, and to design and implement strategies for outreach, training, and talent acquisition.</p> <p>The Work Ready 2023 proposal is designed to address these factors with a comprehensive array of programming including HiSET/GED and ESOL (Springfield Public Schools Ahead of the</p>

Game), digital literacy (STCC Hampden Prep), and culinary 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.

For the coming year, HCC and MGM are taking this partnership to a new level: *In Award Year 2023, MGM will work with HCC to provide a half-day job shadowing opportunity for every Line Cook trainee.*

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.

2) *(If applicable)* Please explain how this impact was not anticipated in the Applicant's Host or Surrounding Community Agreement.

Not applicable.

3) Please describe what the Applicant is proposing and how the mitigation request will address the impact indicated.

MGM Resorts Springfield, along with other hospitality-based employers in the area, have had a difficult time attracting work-ready individuals for entry-level positions. Additionally, there is a high turnover rate in this industry, with ongoing job vacancies due to poor attendance/termination (especially in the culinary field). Poor attendance has been attributed to childcare issues, varying shifts, and the lack of public transportation during late shifts, making transportation an issue for workers commuting to/from work via public transportation.

The proposed workforce development project addresses this impact by providing a combination of high school equivalency, work readiness preparation, and occupational skills training to help the unemployed and underemployed take advantage of the employment opportunities available in the marketplace and at MGM Springfield now and in the future. Work Ready addresses the needs of individuals and guides them through a career pathway to help them become valuable candidates for employment, advance to better jobs, and enhance their quality of life. This program will provide low- skilled, low-income adult students with a wide variety of resources depending on their individualized needs.

The Work Ready 2023 partners will work collaboratively, with each partner addressing one of the four key gaps:

- Springfield Public Schools - Ahead of the Game: High School Equivalency and ESOL (including basic literacy, basic mathematics, high school equivalency test preparation and testing (GED), adult diploma program, job skills (interview and resume), work readiness training, and computer literacy).
- Springfield Technical Community College - Hampden Prep: Career Awareness/"Soft Skills" (21st Century Skills)/Digital Literacy skills
- Holyoke Community College: Line Cook training

4) Please demonstrate the significance of the workforce need faced by the region, related to the operation of a gaming establishment.

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 2020 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;
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.

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 on January 25 shows a similar gap with 580 postings for Cooks, and 1085 postings for Combined Food Preparation and Serving Workers in the workforce region of Hampden, Hampshire and Franklin Counties.

The updated 2020 Pioneer Valley Blueprint listed the following vacancies in the Culinary industry (42), which in part shows that there are more openings for cooks than qualified applicants.

Accomodation and Food Services	Supply: Short-Term	New Demand and Measure	Supply Gap	Supply Gap Ratio	Annual Wages
Cooks, Restaurants	139	325	-186	.43	\$29,587

5) Please describe the deliverables, including number of individuals to be served, number of hours, projected outcomes, location of program, cities and towns served.

The following tables show program location and hours, as well as projected outcomes per program component of **Work Ready 2023**:

Program Locations and Hours

Program	Program Location	Cities/Towns Served	Program Hours
SPS Ahead of the Game	Springfield Adult Education Center located at 204 Boston Road, Springfield, MA Springfield Conservatory of the Arts 339 State Street, Springfield, MA 01105	Springfield, Holyoke, and surrounding communities	Classes will be held from September - June Monday, Tuesday, Wednesday, and Thursday, in person, as well as virtually. Classes will be approximately 3 hours in length, with a flexible schedule with day and evening hours Expected to serve 100 students within that time frame.
STCC Hampden Prep	Springfield (STCC Campus)	Springfield, Holyoke, and surrounding communities	Classes will be scheduled July to June with day and evening cohorts in person and virtually. The goal is to reach 80 to 100 students. The project will offer 8- 10 cohorts of 10- 12 students

			throughout the year.
HCC Line Cook	Holyoke (HCC MGM Culinary Arts Institute, 164 Race Street	Springfield, Holyoke, and surrounding communities	100+ hrs, day and evening cohorts available fall, summer, winter, and spring. (Summer through match funding)

Projected Outcomes

Program	Enrollment	Completion	Certificates Offered	# of Students Earning Certificates (including HISET)	Job Placement
SPS Ahead of the Game	75-100	Ca. 50	HiSET (High School Equivalency)	Ca. 30	21 Post-Secondary Enrollment/Job Placement
STCC Hampden Prep	80-100	75-80	North Star Digital Literacy, Guest Service Gold, HiSET, ServSafe Food Handlers, ServSafe Manager, Microsoft Office Suite Specialist and Managers, OSHA-10, First Aide/CPR	60–80 students earning certificates	Most students will continue their education for the HiSET. After HiSET, 20 students should enter employment, 10 students should retain their current job.
HCC Line Cook	72 (6 cohorts of 12)	58 (80%)	ServSafe Manager, ServSafe Allergen), noncredit Line Cook Certificate, CUL 100 and CUL 111 Credit for Prior Learning	54 (75%)	54 (75%)

6) Please list any matched funds or other leveraged resources and program supports provided by local communities, state or private funders or other partners

HCC will leverage \$67,646 in grant funds from the Massachusetts Department of Elementary and Secondary Education (MA DESE) for ESOL Culinary classes, focusing on introductory culinary skills combined with English for Speakers of Other Languages. In addition, we will leverage \$13,000=\$26,000 in MA DESE funding for 1-2 cohorts of Culinary training in partnership with the Hampden County Sheriff’s Department, through the MassSTEP program. (HCCSD is applying to DESE to expand to 2 cohorts). Students from these programs have gone directly into employment or continued to HCC credit culinary training and education to further their careers. Finally, HCC will access Community College Workforce Training Funds (ca. \$30,000) for a summer 2023 cohort of Line Cook, bringing the total number of Line Cook cohorts to 7. Total funds leveraged by HCC: \$123,646.

STCC: Springfield Technical Community College provides HiSET for 155 seats through MA DESE funding, through its Springfield Adult Learning Center.

SPS: Springfield Public School’s matched and leveraged funds on the Ahead of the Game program will consist of the following:

- The Springfield Public Schools funds part time teachers for both programs (Adult Basic Education classes and ESOL classes).
- The district funds a case manager dedicated to Ahead of the Game students.
- The WIDA screener for the Ahead of the Game ESOL students. The WIDA Screener is an English language proficiency assessment that helps educators evaluate a student’s English language ability.
- The district has a dedicated Information Technology analyst overseeing the creation and collection of all data relevant to the adult learners participating in the Ahead of the Game program.
- Springfield Public Schools provides bus tokens to students as needed.
- The district has an assigned a project manager to oversee the Ahead of the Game program. The project manager has dedicated many hours that involves planning and overseeing the grant objectives. Working many hours with the dedicated staff at the Springfield Adult Education Center ensuring knowledge is transferred to all parties involved with the program.
- We have provided textbooks, classroom supplies and testing materials.
- The Springfield Public Schools funds the locations and office staff for this program.
- The district provides TABE CLAS-E testing for our ESOL students that we use for placement, as well as formative and summative assessments.

IV. Scope, Budget, and Timeline

Applicant: Holyoke Community College	Vendor Code: VTHCCFUND900
Total Amount Requested: \$500,000 (see Budget document)	Estimated Total Project Cost: \$500,000

Scope of Work

Please include below a breakdown of the proposed work. The project scope should be sufficiently detailed to allow the review team to understand the steps required for project completion.

The core partners in the *Work Ready* collaborative will develop and enhance our pipeline of High School Equivalency, Job Readiness/Digital Literacy, and Line Cook training, essential certifications, and additional support services to create a stronger pathway across the partnering organizations. The goal of this work will be to fill MGM Springfield’s anticipated 70+ job vacancies in FY23, as well as the vacancies at other establishments across the region impacted by the 2018 opening of the casino.

What follows is this collaborative’s vision of how various populations of low-skilled adults living in the region will enter our career training pathway, receive the education, support services and career training needed to move along the pathway, and eventually gain self-sustaining employment at MGM Springfield or elsewhere in the hospitality/culinary/food service industry in the region.

Springfield Public Schools Ahead of the Game Program

Target Population	Low-skilled adults without high school credentials
Work Ready Pipeline Entry Point	Springfield Public Schools Ahead of the Game Program
Output	Approx. 100 adults
Outcome	Students will have completed their ABE courses and taken their GED/HiSET test
Next Step in Career Pathway	Employment and/or enrollment in postsecondary program at HCC or STCC

The *Ahead of the Game* program was developed and designed for adult students to develop transferable academic, technical, and employability skills resulting in an increase of employable residents in the region. Funding from the previous Community Mitigation Fund allowed SPS to launch of the Ahead of the Game program in January 2018. The continuation of the program will allow for approximately 100 low-skilled low income adult students to gain valuable skills and move towards casino related careers, local careers throughout the community, and post-secondary programs that will eventually lead to gainful employment.

Upon completion of the Ahead of the Game program, adult students will have made progress in our program and have completed their required ABE or ESOL courses, taken the GED/Hi-Set test, enrolled, and been accepted into a post-secondary training course, and/or have successfully secured long-term employment. To better meet the needs and schedules of our adult population, courses are offered both during the day and at night. The Ahead of Game program plans to serve approximately 100 adult students in the coming year.

The funds requested by SPS will be used for classroom teachers working with residents enrolled in adult education to pursue MGM related careers and local employment. As part of our classes SPS will invite HCC, STCC, and MGM to come in and present to student's information on the various programs and job opportunities available at their campuses. To enhance our collaboration, SPS will continue to work towards preparing a cohort to be ready to move through our partners pathways.

Springfield Technical Community College – Hampden Prep

The Springfield Adult Learning Center (SALC)'s Hampden Prep Computer program, under the auspices of the Springfield Technical Community College (STCC) Workforce Development Center, will offer high-impact computer & digital literacy training and job readiness skills. The Hampden Prep Computer program offers computer skills ranging from beginning skills to advanced skills with opportunities to earn certificates, take workforce development training, and continue their education and/or enter the workforce.

The MGM casino has greatly impacted the employment situation in Springfield. Workers who were working in local businesses are now working at the casino. Employment by local businesses has suffered because the pool of employable people has decreased. All employment requires employees to have computer skills whether to fill out timesheets, to interact with email, create documents as an administrative assistant or to research information online to enhance their work. Computer and digital literacy skills are an integral part of the skills employers are looking for in today's market.

Since the pandemic, most employment opportunities are only accessible through the internet. In order to benefit from employment opportunities with MGM or other businesses, potential employees must apply, interview, and fill out paperwork online. Soft skills (job readiness) such as communication with a supervisor, showing up to work on time, and other topics will also be covered.

Hampden Prep (HP) serves students with various levels of computer, technology, and digital literacy skills. The program is designed to provide various pathways and options for students to develop their individual skills in alignment with their own personal, professional, and educational goals. To best serve our diverse population of learners, we offer training opportunities and certifications through a variety of nationally recognized programs and organizations aimed at meeting students' diverse needs. Moreover, students are provided with the opportunity to develop transferable skills for success in post-secondary education, and prepare them for workplace success.

Technology/Digital Literacy Programs: Examples of these 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)

Adult Basic Education Programs: The SALC Program provides Hampden Prep students with the opportunity to co-enroll within our Adult Basic Education Program to develop the educational skills needed to earn their High School Equivalency (HSE). The following class options are available for dually enrolled students:

- Math and ELA classes across 5 levels of ABE instruction
 - Day and Evening class offerings
 - In-Person, Virtual and Asynchronous class offerings
 - Optional GED/HiSET preparation courses
 - Tutoring available in numeracy and literacy

HiSET/GED Fast Track: Hampden Prep offers an accelerated, four day, four week computer skills class offered concurrently with a Department of Elementary and Secondary Education (DESE) High School Equivalency (HSE) Test Prep Class. Summer and winter sessions are offered for students with at least a 9.0 grade level equivalence in math and reading. Students in this course will receive one hour daily of computer, technology, and digital literacy instruction, in addition to DESE HSE classes.

Recruitment for participants will be from the Greater Springfield area with a focus on low-income workers, the unemployed and underemployed, as well as students from the SALC waitlist, and current students. Three **Education and Career Advisors** 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. Advisors will facilitate weekly **group advising** sessions to discuss job readiness skills, learn about resources and opportunities in the community, and connect with local industry representatives through our **Building Bridges Speaker Series**.

Advisors will also collaborate with STCC Career Services, Mass Hire, 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 their individual goals and needs, students will be encouraged to continue with Springfield Adult Learning Center, Springfield Technical Community College non-credit certificate and degree programs, and other opportunities such as the HCC Culinary and Hospitality program and/or employment.

Hampden Prep students and students attaining the HiSET/GED certificate will have the opportunity to enroll in a STCC Workforce Development course offerings to attain a certificate in areas of regional priority such as Information Technology, Health Care, Manufacturing, Education, and Entrepreneurship, and/or to enroll in DESE-funded Transition to College programs at STCC or HCC leading to further college study.

Expected Outcomes:

Tier 1 - Students will become familiar with the keyboard and be able to touch type 10 words per minute (wpm) and/or complete Aztec Digital Literacy.

Tier 2 - Students will reach touch typing at 14 wpm, and/or complete one or more certificates of Aztec Digital Literacy, Microsoft Digital Literacy, GCF Global, and Northstar Digital Literacy.

Tier 3 - Complete one or more certificates of Aztec Digital Literacy, Microsoft Digital Literacy, GCF Global, Northstar Digital Literacy, and/or touch type at 16 wpm, and /or complete one certificate from Applied Digital Literacy Skills.

75-80% 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 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, and while earning 1 or more micro-badge toward the completion of the certificate.
- Complete a Workforce Development course in areas such as Information Technology, Health Care, Manufacturing, Education, and/or Entrepreneurship.
- 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

Holyoke Community College Line Cook Training	
Target Population	Low-skilled adult job seekers with a high school credential who have identified a career interest in Culinary Arts
Work Ready Pipeline Entry Point	Holyoke Community College
Output	6 cohorts of 12 students -- Line Cook Training (72)
Outcome	Students will meet the requirements for training completion, including attendance, participation, 70% passing grade on quizzes and tests, and skills evaluation by instructor of knife skills and cooking methods. Students who meet the above criteria will qualify for Credit for Prior Learning for HCC CUL 100 - Culinary Fundamentals, 3 credits. Students will study for and have the opportunity to take the exam for the ServSafe Food Manager Certification, equivalent to 2 college credits at HCC (CUL 111 - Sanitation and Safety).
Next Step in Career Pathway	Employment at MGM or other regional restaurant, hospitality, or food service operation, through intensive job placement support.
<p>HCC will offer Line Cook Training at the HCC MGM Culinary Arts Institute (CAI) in downtown Holyoke. Ca. 100 hours of training will be delivered to 6 cohorts of 12 students, for a total of 72 trainees. This hands-on training simulates the pace and standards of a professional setting, including attendance and punctuality, practical skills demonstration, and preparing and plating meals for real customers. Recruitment will be through pathways from partner community-based organizations, adult education programs, vocational & technical schools, current HCC students and alumnae, as well as from the MassHire Hampden County Workforce Board and MassHire Springfield and MassHire Holyoke Career Centers, Springfield Works, and New North Citizens Council. The course also includes online job interviewing, using MGM's HireVue system, which has been very successful, with 100% of Line Cook trainees participating. New this year, HCC and MGM will partner to provide each cohort with an opportunity for a half day job shadowing at MGM.</p> <p>HCC's non-credit Line Cook training was developed in response to the needs of, and with input from, MGM Resorts Springfield. We continue to update and improve the program in consultation with MGM. Training is more than 60% hands-on, with students participating in cooking and plating meals in a high volume setting through events open to the public. The course emphasizes Knife Skills, mise-en-place, and cooking methods.</p>	

Proposed MGC Grant Budget			
Please use the following table to outline the budget of your project. Include any requests for proposals, quotes, or estimates that would quantify the costs associated with the mitigation as an attachment. In determining the funding request, please round up to the nearest hundred dollars.			
Timeline	Description of Purchase/Work	QTY	Budget
Sept 1 2023 – June 30 2024	<p>HCC Line Cook – 6 cohorts @ \$41,517 per cohort (12 per cohort, 72 trained) (\$3,460 per Enrollment)</p> <ul style="list-style-type: none"> • Salary - \$168,897 • Fringe - \$ 8,964 • Supplies and Materials - \$36,596 • Subcontracts (outreach, financial literacy) \$7,000 <p>Other (Marketing \$8,152, Mileage for Outreach, \$2,600) \$10,752 Indirect (7.5%) \$16,891</p>	72 trained	249,100
Sept 1 2023 – June 30 2024	<p>Springfield Public Schools – Ahead of the Game:</p> <ul style="list-style-type: none"> • ADDITIONAL PAY \$2,000.00 • ADVERTISING \$10,000.00 • COMPUTER SOFTWARE \$1,580.00 • FRINGE \$16,926.00 • OTHER SUPPLIES \$5,000.00 • SALARIES & WAGES \$63,000.00 • Total Direct Cost \$98,506.00 • INDIRECT COSTS \$2,394.00 • Total = \$100,900.00 		100,900
July 1 2023 – June 30 2024	<p>Springfield Technical Community College – Hampden Prep:</p> <ul style="list-style-type: none"> • Personnel (Director, Asst. Director, Instructors, Advisors, Tutors) - \$122,439 • Fringe - \$10,457 • Supplies and Materials includes office supplies, certificates, bus passes, HiSET vouchers - \$6,639 • Total Direct Costs = \$139,535 • Indirect (7.5%) = \$10,465 • TOTAL = \$150,000 		\$150,000

	TOTAL:		\$500,000
<u>Total Project Budget and Funding:</u>			
Funding Source	Description of Purchase/Work	QTY	Budget
In Kind Services	For SPS and STCC In-Kind, see Part III, Q6		
Federal			
State	<i>HCC will leverage \$67,646 in grant funds from the Massachusetts Department of Elementary and Secondary Education (MA DESE) for ESOL Culinary classes, focusing on introductory culinary skills combined with English for Speakers of Other Languages. In addition, we will leverage \$13,000-\$26,000 in MA DESE funding for 1-2 cohorts of Culinary training in partnership with the Hampden County Sheriff's Department, through the MassSTEP program. (HCSD is applying to DESE to expand to 2 cohorts). Students from these programs have gone directly into employment or continued to HCC credit culinary training and education to further their careers. Finally, HCC will access Community College Workforce Training Funds (ca. \$30,000) for a summer 2023 cohort of Line Cook, bringing the total number of Line Cook cohorts to 7. Total funds leveraged by HCC: \$123,646</i>		\$123,646
TOTAL REQUEST			\$500,000
Local Match			\$123,646
Total			\$623,646

V. Regional Incentive Award	
Are you applying for a Regional Incentive Award?	
<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

Partner Community Contact-

Name:
Role:
Email Address:
Telephone Number:
Address:

VI. Waiver
 If you are applying for a waiver, please submit the Waiver Form with your application. The form can be found at www.massgaming.com/about/community-mitigation-fund/forms/

Are you applying for a waiver?	
X__ Yes (STCC only)	__ No

Please provide a brief description of each attachment.
 MGM: Letter of Support/STCC Waiver

VII. Applicant Certification

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



1/31/2023

Signature of Responsible Municipal Official/Governmental Entity

Date:

Curt Foster
 (print name)

Interim Comptroller
 Title:


Certificate Of Completion

Envelope Id: 50623B38849A45A3973033B8191630B5	Status: Completed
Subject: Workforce-Development Application (kd edits 1.30.23) (nl edit 1.31...	
Source Envelope:	
Document Pages: 15	Signatures: 1
Certificate Pages: 1	Initials: 0
AutoNav: Enabled	Envelope Originator:
Envelope Stamping: Disabled	Curt Foster
Time Zone: (UTC-05:00) Eastern Time (US & Canada)	303 Homestead Ave
	Holyoke, MA 01040
	cfoster@hcc.edu
	IP Address: 20.236.201.102

Record Tracking

Status: Original	Holder: Curt Foster	Location: DocuSign
1/31/2023 2:28:15 PM	cfoster@hcc.edu	

Signer Events

Signature	Timestamp
Curt Foster cfoster@hcc.edu Comptroller Holyoke Community College Security Level: Email, Account Authentication (None)	Sent: 1/31/2023 2:28:16 PM Viewed: 1/31/2023 2:28:40 PM Signed: 1/31/2023 2:29:03 PM Freeform Signing
	
Signature Adoption: Uploaded Signature Image Using IP Address: 216.19.236.129	

Electronic Record and Signature Disclosure:
Not Offered via DocuSign

In Person Signer Events

Signature

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Editor Delivery Events

Status

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Agent Delivery Events

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Intermediary Delivery Events

Status

Timestamp

Certified Delivery Events

Status

Timestamp

Carbon Copy Events

Status

Timestamp

Witness Events

Signature

Timestamp

Notary Events

Signature

Timestamp

Envelope Summary Events

Status

Timestamps

Envelope Sent	Hashed/Encrypted	1/31/2023 2:28:16 PM
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Signing Complete	Security Checked	1/31/2023 2:29:03 PM
Completed	Security Checked	1/31/2023 2:29:03 PM

Payment Events

Status

Timestamps



MGM SPRINGFIELD
ONE MGM WAY
SPRINGFIELD, MA 01103

413.273.5000
MGMSPRINGFIELD.COM

January 20, 2023

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 23, 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.

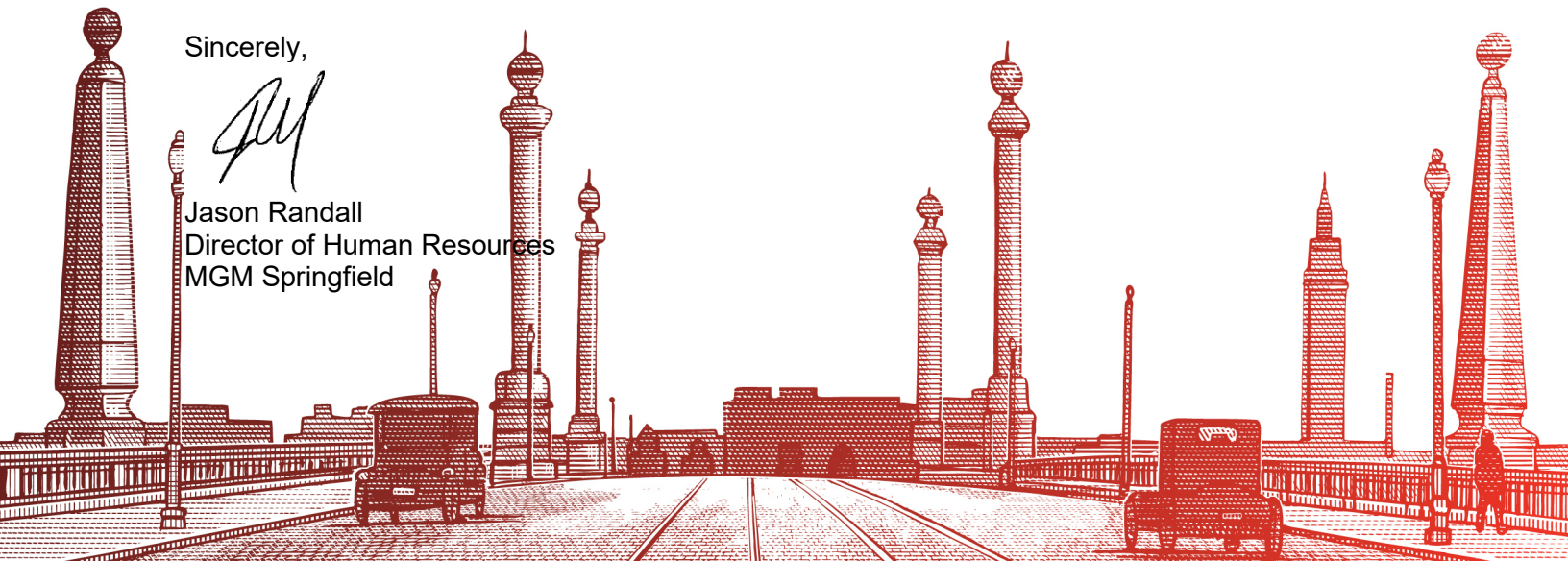
The **Work Ready 23** application is designed to provide specific workplace skills training and stackable credentials to the unemployed, underemployed, and those with limited educational attainment to improve their ability to gain employment. Direct skills training will include line-cook, hotel/hospitality 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 2023, MGM will work with HCC to provide half-day job shadowing for every line cook trainee.

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
Director of Human Resources
MGM Springfield





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COMMUNITY
MITIGATION
FUND

Appendix D
WAIVER REQUEST FORM
BD-23-1068-1068C-1068L-81256

Any project which proposes to exceed the funding limit for a category or requires a variance from any other provision contained in the Guidelines must submit a waiver request with its application. The Waiver Request Form must set forth the specific provision of the Guidelines to which a waiver or variance is sought and shall state the basis for the proposed waiver or variance. The Waiver should be signed by a municipal official or other government official that has the authority to enter into a contract on behalf of that community or governmental entity.

Name of Applicant:	Springfield Technical Community College		
Project Name:	Hampden Prep		
Type of Grant:	Workforce		
Name and Title of Contact:	Gladys Franco, Assistant Vice President of Workforce		
Email Address:	gnfranco@stcc.edu	Telephone:	413-755-4522

Waiver Request:
<p>STCC would like a waiver for a 12-month contract, which would enable us to begin our program in July 2023 rather than September 2023. We understand that there will be quarterly reporting and submission of invoices. We also understand that if we do not get the paperwork back to by the specified time that we will be put on a 10-month budget.</p>

Signed by: Andres Nathanael

Title: Vice President of Administration/CFO