



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:
Applicant: MassHire Metro North Workforce Board
Vendor Code:
Name: Cyndy Chapin
Title: Director of Employer Partnerships
Email Address: cchapin@masshiremetronorth.org
Telephone: 617-208-9140
Address: SPACES Davis Square, 240 Elm St, Somerville, MA 02144

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 “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	Metro Boston Regional Hospitality Consortium	MBRGHC is a regional project aimed at addressing the workforce needs of the hospitality sector impacted by the Encore Boston Harbor gaming facility and the COVID-19 induced economic downturn. A consortium of partners will provide contextualized ESOL training, occupational skills training, job readiness training, digital literacy training, and career counseling.	\$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.

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.



Signature:

1/30/2024

Date:

Christopher Albrizio-Lee, President and CEO

Name and Title of Signatory:

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

Part A-Regional Planning

Project Name:			
Please provide below the contact information for the individual managing this aspect of the grant.			
Project Contact		Additional Project Contact (if applicable)	
Name:		Name:	
Title:		Title:	
Department:		Department:	
Email Address:		Email Address:	
Telephone:		Telephone:	
Address:		Address:	
<p>I. Please use the space below to identify the impact of the gaming establishment on your region. 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 and that the issue is regional in nature (i.e., surveys, data, reports, etc.)</p>			
<p>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.</p>			
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
	TOTAL:		

Part B-Regional Public Safety

Project Name:

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

Please provide below the contact information for the individual managing this aspect of the grant.			
Project Contact		Additional Project Contact <i>(if applicable)</i>	
Name:		Name:	
Title:		Title:	
Department:		Department:	
Email Address:		Email Address:	
Telephone:		Telephone:	
Address:		Address:	
<p>I. Please use the space below to identify the impact of the gaming establishment on your region. 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., casino related crime statistics, other relevant data, reports, etc.)</p>			
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	TOTAL:		

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Part C- Workforce Development

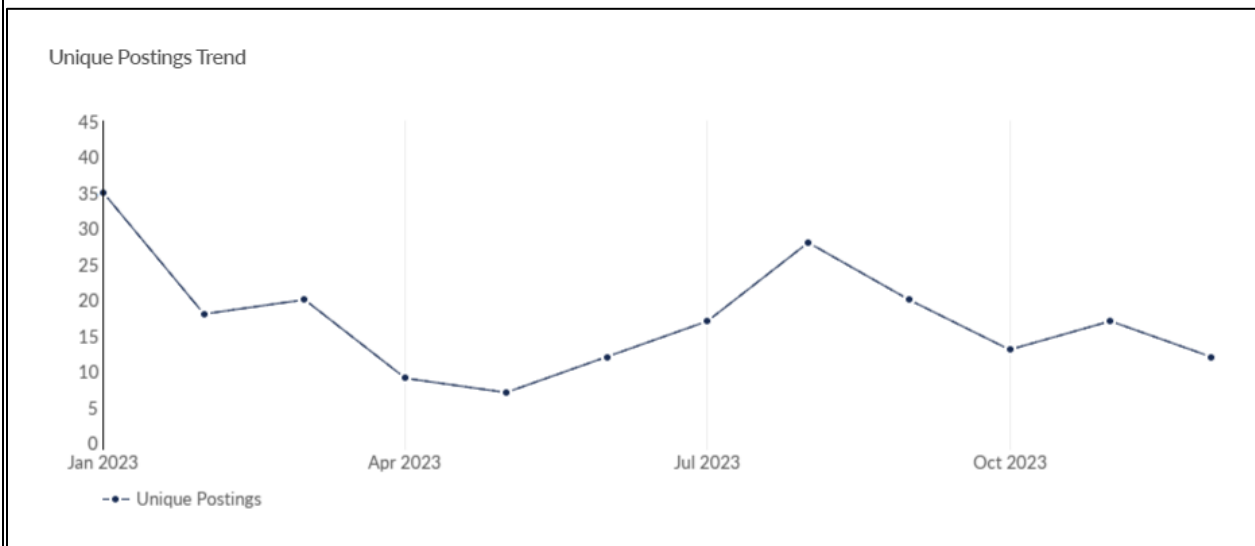
Project Name: Metro Boston Regional Hospitality Consortium																																														
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Project Contact	Additional Project Contact (if applicable)																																													
Name: Cyndy Chapin	Name: Penny Hasseli																																													
Title: Director of Employer Services	Title: Vice President of Programs																																													
Department:	Department:																																													
Email Address: cchapin@masshiremetronorth.org	Email Address: phasseli@masshiremetronorth.org																																													
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<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 gives support for the determination that the operation of the gaming facility caused or is causing the impact (i.e., surveys, data, reports, etc.).</p> <p>Since opening in 2019, Encore Boston Harbor has emerged as a major catalyst for job creation in the Metro Boston region. Despite the fluctuations of the labor market impacted by the Covid-19 pandemic, between 2019-2023, thousands of hospitality jobs were created by Encore. The Encore Economic Impact Report published in November 2023 by UMass Donahue Institute’s Economic & Public Policy Research Group, highlights Encore’s employment impact on the local labor market. In 2022, Encore Boston Harbor’s most recent full year of operation for which data is available, an average of 3,282 workers were employed at the casino in any given pay period. Notably, over 86% of the employees were residents of the Boston-Metro North region. Table 1 shows the regional distribution of Encore Boston Harbor’s annual employment counts.</p> <p>Table 1</p> <table border="1"> <thead> <tr> <th>Region</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td colspan="5">Average Annual Payroll Employment</td> </tr> <tr> <td><i>Metro Boston</i></td> <td>3,506</td> <td>2,761</td> <td>2,266</td> <td>2,834</td> </tr> <tr> <td><i>Southeast</i></td> <td>111</td> <td>99</td> <td>86</td> <td>103</td> </tr> <tr> <td><i>Central</i></td> <td>40</td> <td>34</td> <td>28</td> <td>35</td> </tr> <tr> <td><i>Pioneer Valley</i></td> <td>19</td> <td>12</td> <td>4</td> <td>7</td> </tr> <tr> <td><i>Cape and Islands</i></td> <td>5</td> <td>4</td> <td>2</td> <td>3</td> </tr> <tr> <td><i>Rest of World</i></td> <td>438</td> <td>393</td> <td>289</td> <td>301</td> </tr> <tr> <td>Total</td> <td>4,118</td> <td>3,303</td> <td>2,675</td> <td>3,282</td> </tr> </tbody> </table> <p><small>Source: The Encore Economic Impact Report published in November 2023 by UMass Donahue Institute’s Economic & Public Policy Research Group</small></p>		Region	2019	2020	2021	2022	Average Annual Payroll Employment					<i>Metro Boston</i>	3,506	2,761	2,266	2,834	<i>Southeast</i>	111	99	86	103	<i>Central</i>	40	34	28	35	<i>Pioneer Valley</i>	19	12	4	7	<i>Cape and Islands</i>	5	4	2	3	<i>Rest of World</i>	438	393	289	301	Total	4,118	3,303	2,675	3,282
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Recent data underscores the surge in job postings in the hospitality industry within Metro North and Boston. The latest data from Lightcast, an organization specializing in labor market analytics, shows that in 2023, there were 36,544 unique job postings in the hospitality industry posted in Metro North and Boston with an average annual salary of \$45,000, reflecting a 20% increase compared to 2022. The occupations most in demand are Cooks, Hotel Desk Clerks, and Housekeepers.

During the same timeframe, Encore posted 208 unique jobs with an average annual salary of \$56,000, increasing their job openings +35% compared to 2022. The occupations most in demand at Encore are Hotel Desk Clerks, Food Service Managers, Housekeeping, and Cooks. For a monthly breakdown of Encore’s job posting activity throughout 2023, refer to Table 2.

Table 2



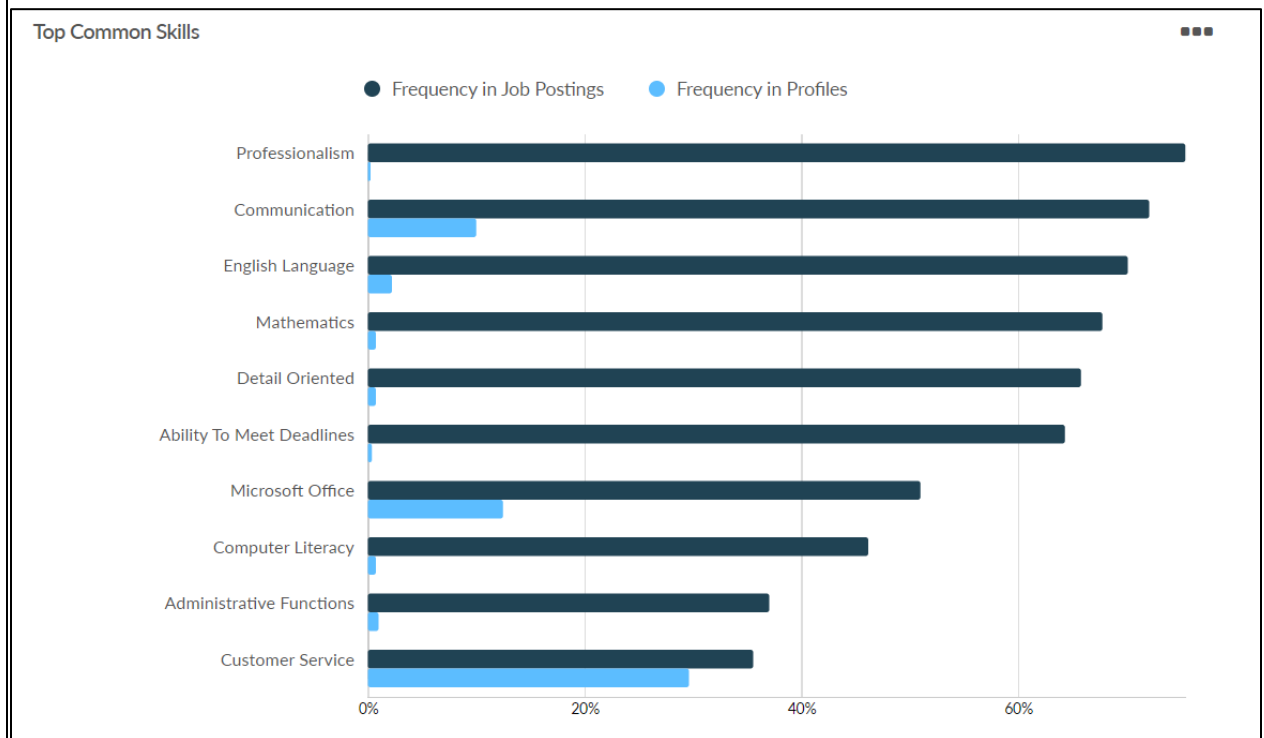
Source: Lightcast 2023 Job Posting Analytics Report

The top skills mentioned in Encore’s job postings include professionalism, communication, and English language. A substantial 70% of Encore’s job postings in 2023 underscored the significance of English language proficiency, aligning with the impact trends outlined in the FY25 MGC Community Mitigation Fund guidelines, which recognize a growing demand for employees with strong English language skills. Table 3 shows the top skills advertised in Encore job postings.

Table 3 provides a clear visualization of the priority placed on essential skills within Encore's hiring practices, reinforcing the importance of English language proficiency in their workforce. Recognizing this trend, our proposal seeks to address a crucial need by continuing to fund multiple ESOL for Customer Service training programs. These programs will not only meet the demands of Encore's specific hiring requirements but also contribute significantly to the broader goal of enhancing language skills in the local workforce and opening doors to new employment opportunities within the thriving hospitality sector in the Boston area.

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Table 3



Source: *Lightcast 2023 Job Posting Analytics Report*

When Encore is actively hiring, it significantly impacts local hospitality employers who find it challenging to compete with the wages and benefits provided by Encore. A report published in September 2022 by UMass Donahue Institute's Economic & Public Policy Research Group summarizes the results of an employee survey administered at Encore between January 2019 and December 2021. The report highlights the positive impact Encore has had on providing employment opportunities to Massachusetts residents. Examples of these highlights:

- EBH provided some type of benefits package to 91 percent of new workers such as healthcare benefits, retirement benefits, and paid time off.
- A large number of surveyed workers gained improved access to at least one benefit type with their new casino job compared to their most recent, previous job—23 percent gained paid time off, 26 percent gained health care benefits, and 29 percent gained retirement benefits over their previous jobs.
- A higher proportion of women and minority workers reported higher salaries. Compared to 41 percent of all respondents, 42 percent of both minority and female workers will earn a higher salary range for their new casino job than for their most recent, previous job.

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- The majority of newly hired casino workers are taking a casino job for the first time, while approximately one in five are entering their new jobs with work experience in the casino industry. Twenty-one percent of workers surveyed had previous casino work experience while 79 percent are new to the industry.

In a survey question about job training, respondents indicated the types of casino career training they anticipated obtaining or were interested in obtaining for their new positions. Most were being trained or were interested in training in casino operations or food and beverage operations. Customer service, general management, and hotel and facility operations were also common areas, either areas where people were receiving training or that were of interest among new employees at EBH. Training in these fields has the potential to develop skills useful for future work in the casino industry or for career paths in other sectors.

The report also shows that many new casino employees were born outside the U.S., were people of color, had less than a college degree, and brought with them invaluable skillsets developed from previous work in leisure and hospitality sectors, retail, and security services, among others. Working at Encore has helped to improve economic situations through increased income, access to benefits, and employment status.

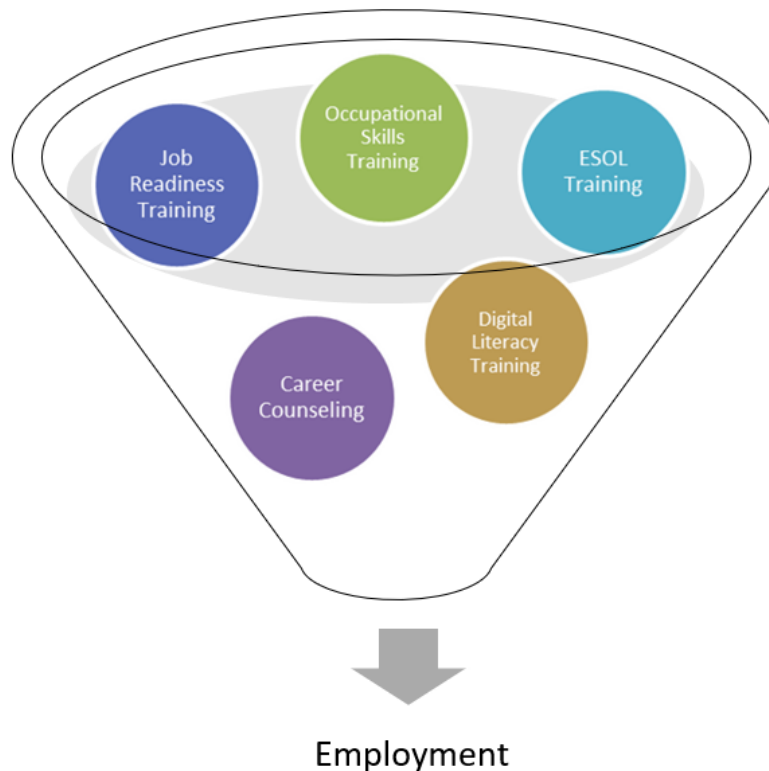
Low barriers to entry such as not requiring a college degree or several years of specialized training or experience mean that casino jobs are accessible and can utilize people's lived experience and skillsets in ways that many other industries do not. This is especially relevant given the current labor shortage that is gripping the state's hospitality sector's slow recovery to pre-pandemic employment levels.

This steady recovery and growth projection phase is expected to continue into 2025. As the hospitality industry continues to recover and strengthen, there is a need to create pathways to quality hospitality jobs, including at Encore, for the un- and under-employed workers living in the Greater Boston region.

- 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.

The MBRGHC requests \$750,000 in funding to support a project that will engage un/underemployed skilled hospitality workers and provide them with a sequence of services

including additional skills development and re-employment. The MBRGHC will: (1) provide un- and under-employed hospitality workers with the skills and training necessary to get a quality job and (2) meet the hiring needs of hospitality employers, including Encore.



As in previous years, community partners will implement a funnel strategy in their delivery of services, beginning with community engagement and outreach, through education and training services, and ending in employment services.

Community partners will provide services aimed at developing new work-related skills, improving English language proficiency, and searching for, securing, and retaining employment. Everyone will receive intake and assessment services to determine their starting point in the funnel strategy. Community partners will work closely to guarantee cross-referrals play an active role in the MBRGHC ecosystem. These strategies will ensure equitable access to quality services that lead to quality hospitality jobs.

With a \$750,000 Workforce Development Grant, the MBRGHC proposes to serve at least 1,500 residents in one or more of the services outlined above. An estimated 183 of these residents will be enrolled in an Occupational Skills training program. From those who enroll in an occupational skills training program, at least 90% will complete the course, and at least 70% of students will be

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placed into employment with 30-day retention. We will collect data related to client demographics, learning gains, attainment of industry-recognized certifications, and starting wage.

MBRGHC proposes a project that will assist residents of the Greater Boston region in obtaining high-quality jobs at area hospitality employers including Encore. Services will be available to all residents, with a priority on serving individuals from Boston, Chelsea, Everett, Revere, Malden, Medford, and Somerville. Each partner organization will conduct intake and determine which services an individual needs to gain and retain employment. These services will include:

- a. **ESOL Training:** For residents to build English language proficiency to be considered for employment at Encore or another hospitality employer. Training will be contextualized for job readiness, customer service, and hospitality. All students will be pre- and post-tested using a standardized English assessment to ensure learning gains. After completing training, students will receive job placement assistance and/or be referred to a partner for occupational skills training.
- b. **Job Readiness Training:** For residents to develop soft skills necessary to gain employment and succeed in their new roles. Topics covered will include resume development, job interviews, professional communication, and conflict resolution. Some partners will deliver job readiness training as a standalone workshop, while others may include it as a part of occupational skills training. After completion, students will receive job placement assistance.
- c. **Occupational Skills Training:** For residents to receive training on hard skills related to their chosen career path. Training options include Hospitality Services, Housekeeping Pre-Apprenticeship, Culinary Arts, and Environmental Commercial Cleaning and Grounds Maintenance. Programs offer students the opportunity to connect with local industry related employers through mock interviews, guest speakers, site tours, and job shadowing. Students will have the opportunity to gain one or more industry-recognized credentials including ServSafe, DOL Pre-Apprenticeship and Apprenticeship certification, OSHA Housekeeping certification, and the Gold Star Service certification from the American Hotel and Lodging Educational Institute. After completing training, students will receive job placement assistance. In some cases, students may also be able to transfer training into credits at a local community college.
- d. **Digital Literacy Training:** For residents to build upon their computer skills for job searching and employment. Topics covered include how to complete online job applications, virtual interviewing, email etiquette, Microsoft and Google programs, and web searching.
- e. **Career Counseling:** Residents will receive one-on-one coaching and job placement assistance from a Career Advisor. This service will be available to graduates of training programs and individuals who are interested in re-employment or pursuing a new career in hospitality and do not need additional training. Career Advisors will conduct regular follow-up with clients to ensure retention. In addition, Career Advisors may refer clients to partners for additional services.

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- f. **Support Services:** For residents facing barriers to employment. Services offered include case management, referral to community partners, transportation assistance, technology assistance, and assistance applying for public benefits.

Residents may receive one or more of these services. Some services will be short-term workshops or standalone appointments that will enable residents to become employed in a matter of weeks. Other services will be trainings lasting two to four months with job placement to follow.

The MassHire Metro North Workforce Board (MNWB) will serve as the lead consortium partner and will oversee all project activities and provide administrative support. The MNWB and the City of Boston will jointly manage the various partnerships and provide technical assistance and support to grant partners. A network of community-based organizations and municipalities will implement the sequence of services. All project activities will take place in Fiscal Year 2025 (July 1, 2024, through June 30, 2025).

Project Personnel:

- MassHire Metro North Workforce Board (MNWB) – lead partner. As the lead partner, the MNWB’s responsibilities under this project include:
 - Overall management and oversight of project activities
 - Data collection and reporting
 - Fiscal administration, including contracting, invoicing, and payments
 - Training and technical assistance
 - Management of project partners
 - Organizing and facilitating project meetings
 - Dissemination of labor market data, employment opportunities, and facilitating connections with employer partners
- City of Boston – joint partner. As a joint partner, the City of Boston will be responsible for:
 - Coordination of project activities taking place in the City of Boston
 - Co-facilitation of meetings
 - Facilitating connects with Boston-based employer partners

Host Communities:

The cities of Boston, Cambridge, Chelsea, Everett, Malden, Medford, Revere and Somerville will act as host communities providing support for the project.

Local Partners:

Partners will be responsible for serving **1,500** residents overall. Partners delivering occupational skills training will be responsible for ensuring a **90%** completion rate and a **70%** job placement rate. Graduates must have reached 30-day retention to be counted. Unless otherwise noted,

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programs are open to all residents living in the Greater Boston region. Specific partners and proposed project activities are as follows:

1. Action For Equity (A4E) – Located in Boston. A4E will continue building upon their community pipeline which currently serves 1,000 Boston residents. The infrastructure connects residents to various employers and opportunities. A4E will expand their community pipeline and on-ramp services to focus on high quality jobs in hospitality and gaming near Encore.
2. Boston Chinatown Neighborhood Center (BCNC) – Located in Boston. BCNC will deliver four cycles of its ten-week (virtual) or eight-week (in person) *ESOL for Customer Service* training program.
 - The program integrates ESOL instruction with instruction on general workplace and industry-specific customer service skills and includes individualized career counseling and case management services.
 - Malden residents will be targeted for the program. For the past three years, 13-25% of the students in BCNC Adult Education's Boston-based programming have resided in Malden.
 - BCNC has developed employer relationships with a variety of hospitality industry employers including Mass General Brigham, CVS Health, and the Omni Boston Hotel at the Seaport.
 - BCNC will mitigate barriers by providing students with a conditional cash incentive (paid in two installments at the middle and end of the course if students have at least 80% attendance) and T-Passes for three months. In addition, students without technology may borrow a Chromebook.
3. Boston Education, Skills, and Training (BEST) Corporation – located in Medford and Boston. BEST will deliver their *Housekeeping Pre-Apprenticeship Program and Culinary training program* throughout the grant year.
 - Funding would provide slots in BEST's Introduction to Hospitality/Housekeeping Pre-Apprenticeship Program. In 2019, BEST enrolled 131 clients in its Introduction to Hospitality/Housekeeping Pre-Apprenticeship Program. 95% of clients completed the training and 85% were job placed with an average wage of \$19.73/hour. 76% of those placed are still working in those jobs today. (They were temporarily laid-off during the pandemic but are now back at work.) BEST graduates who are still working at union hotels today are earning \$27.20/hour with employers paying an additional \$10.65/hour into the Local 26 benefit plan.
 - The *Introduction to Hospitality/Housekeeping Pre-Apprenticeship Program* is a six-week, DOL registered training that leads to hotel housekeeping jobs. Participants learn about the hotel industry, do job shadowing at hotels, and receive career coaching that leads to job placement. Graduates can earn up to 12 credits at Bunker Hill Community

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- College, DOL Pre-Apprenticeship and Apprenticeship certification, OSHA Housekeeping Safety certification, and NorthStar Digital Literacy certification.
- BEST has several employer partners in the hospitality industry such as the Omni Boston Hotel at the Seaport, University Dining Services, and Encore. In addition, they have a strong partnership with UNITE HERE Local 26 (the hotel workers and restaurant workers union).
 - Funding would also provide slots in BEST's *Pipeline to Good Jobs Culinary Program*. Spanning an immersive 12 to 16 weeks at the luxurious Omni Boston Hotel at the Seaport, participants will embark on a transformative journey. The curriculum is designed to include culinary skills and soft skills vital for success in the hospitality industry. With job shadowing experiences, participants will graduate from the program not only equipped with ServSafe Food Handler certification but also with a comprehensive skill set to elevate their prospects in the culinary and hospitality sectors.
4. La Colaborativa – located in Chelsea. La Colaborativa provides a suite of services throughout the grant year.
- *Job Readiness Workshops*: offered weekly and prepares jobseekers to submit successful employment applications, transition into new work opportunities, and remain stably employed. Training topics include resume writing clinics, mock interviews, job research training, and how to apply for jobs. Other trainings focus on building teamwork, effective communication, problem-solving, work ethic, flexibility/adaptability, and interpersonal skills.
 - *Career Counseling*: Job coaches help members define and pursue next steps on their job pathways, through resume reviews, job opportunity research, application support, and introductions to employers.
 - *English Classes*: offered in 13-week cycles. Classes are currently held virtually at the beginner, intermediate, and advanced levels in partnership with Harvard University's Phillips Brooks House Association (PBHA). Topics focus on basic language around life skills competencies that have direct applications to the hospitality industry. Students are provided with real world examples of how each topic can relate to work in a broad sense. Classes are culturally relevant and focused on English language skills for the workplace and economic advancement.
 - *Digital Literacy Classes*: In partnership with Tech Goes Home, La Colaborativa offers computer classes for members to build technology skills needed to successfully research, apply for, and perform many jobs in today's market. Classes meet for 14 hours over a 2-week period and upon successful completion, students receive a Google Chromebook.
 - Residents of Chelsea, East Boston, Everett, and Revere will be targeted for services.
5. Community Work Services (CWS) – located in Boston. CWS will deliver its *At Your Service (AYS) Hospitality Training Program* throughout the grant year.

- All participants will go through a two-week Job Readiness Training (JRT). After that, they may choose to enroll in CWS's *Environmental Commercial Cleaning/Building & Grounds Maintenance Training Program* (six weeks) or its *Hospitality Services Training Program* (eight weeks with an optional added six weeks of culinary training).
 - Training programs provide a combination of classroom learning and hands-on training to help participants develop the skills needed for career success. Job readiness, career coaching, and case management are provided to ensure participants have the support needed to earn the necessary industry recognized credentials to secure employment.
 - Programs help participants to develop robust skills in customer service, program logistics and management, specialized pandemic safety procedures, and use of environmentally sourced products. CWS provides participants with opportunities to obtain professional certifications, including ServSafe and Gold Star Service.
 - CWS is recognized for serving the most challenging groups, including at-risk young adults, those with limited work experience or education, and formerly incarcerated individuals. Supports to mitigate barriers include an outcome-based stipend, transportation passes, laptops available to borrow, and childcare referrals.
 - CWS has a large network of culinary/hospitality partners including the Massachusetts Restaurant Association, Finesse Hospitality, Union Hospitality Group, and the Boxer Hotel.
6. International Institute of New England (IINE) – located in Boston. IINE will deliver two eight-week cycles of its *Ready, Set, Serve!* Hospitality Training Program.
- Activities include applicant screening; interviewing; enrollment; contextualized English instruction (including mastery of vocabulary specific to the industry); comprehensive introduction to entry level hospitality jobs and associated roles and responsibilities; training in financial literacy; and professional development, including creating resumes, cover and thank you letters, preparing for interviews, and developing skills and competencies to succeed in the hospitality and accommodations sector.
 - IINE has developed employer relationships with hospitality industry employers including Encore and the Omni Boston Hotel at the Seaport.
 - IINE will mitigate barriers by providing students with a conditional cash incentive (paid in two installments at the middle of the course and upon 30-day job retention) and Chromebooks to borrow.
7. Somerville Community Corporation (SCC) – located in Somerville. SCC will deliver its *First Source Jobs Program* throughout the grant year.
- Career coaches work individually with job seekers to assist with job readiness (career exploration, resumes, online job search and application, interview prep, references, etc.) and developing soft skills that will improve their job prospects (survival English, basic computer literacy, communication and body language, and self-confidence).
 - SCC has a network of over 40 local employers in the hospitality industry including Encore Boston Harbor, Holiday Inn, Mass General Brigham, Beth Israel Deaconess

- Medical Center, Boston Children’s Hospital, Cambridge Health Alliance, Harvard University, and Tufts University.
- SCC has a strong partnership with Encore in particular, who hosts them every month for onsite hiring events where job seekers can interview for open positions. SCC conducts outreach for the events, works with the job seekers to prepare their resumes and complete job applications, and meets the job seekers at Encore to offer support and last-minute interview preparation.
8. New England Culinary Arts Training (NECAT) – located in East Boston and Woburn. NECAT will deliver its 14-week multilingual *culinary arts training program*.
 - On an annual basis, NECAT serves 150 participants in culinary jobs with a 75% placement rate and a \$20/hour starting wage.
 - CMF funding would expand their language program and offer the curriculum in Haitian-Creole in the evenings at the East Boston center.
 9. YMCA of Greater Boston (YGB) – located in East Boston and Woburn. YGB will deliver four cycles of a 12-week pilot program called *Artes Culinarias: Culinary Arts Training Program* in partnership with New England Culinary Arts Training (NECAT).
 - The YGB will provide ESOL classes contextualized for the food and customer service industries, soft/power skills training, digital literacy training, and job placement services. Culinary training and ServSafe certification will be provided by the NECAT.
 - Residents of East Boston, Chelsea, and Revere will be targeted for training.
 - To mitigate technology barriers, the YGB has partnerships with Tech Goes Home, the City of Boston and others to help students secure computers, Wi-Fi hot spots and other technology.

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
Subcontractor: Action 4 Equity	7/1/2024 – 6/30/2025		\$42,000
Subcontractor: Boston Chinatown Neighborhood Center (BCNC)	7/1/2024 – 6/30/2025		\$50,000
Subcontractor: Boston Education, Skills, and Training (BEST) Corp.	7/1/2024 – 6/30/2025		\$130,750
Subcontractor: Community Work Services (CWS)	7/1/2024 – 6/30/2025		\$75,000
Subcontractor: International Institute of New England (IINE)	7/1/2024 – 6/30/2025		\$103,000

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

Subcontractor: La Colaborativa	7/1/2024 – 6/30/2025		\$84,000
Subcontractor: New England Culinary Arts Training (NECAT)	7/1/2024 – 6/30/2025		\$63,500
Subcontractor: Somerville Community Corporation	7/1/2024 – 6/30/2025		\$63,500
Subcontractor: YMCA of Greater Boston (YGB)	7/1/2024 – 6/30/2025		\$82,000
Project Administration 7.5% of grant	7/1/2024 – 6/30/2025		\$56,250
	TOTAL:		\$750,000

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