



*SSCF Tracking: R2Y1D, Nashville  
Amount: \$300,000  
Grant End Date: December 31, 2020*

November 20, 2018  
Mary Beth Ikard  
Mayor's Office of Transportation and Sustainability  
City of Nashville, TN  
marybeth.ikard@nashville.gov

RE: Award Agreement for The Green Jobs Initiative of the Nashville Career Readiness Partnership

Dear Mary Beth Ikard:

Global Philanthropy Partnership (GPP) is pleased to award The City Nashville, Tennessee a grant from the Southeast Sustainable Communities Fund (SSCF) for the The Green Jobs Initiative of the Nashville Career Readiness Partnership in the amount of \$150,000 for year one (January 1, 2019-December 31, 2019). This grant project has a twenty four month term beginning January 1, 2019 ending December 31, 2020. A second year payment, contingent on year one performance and reporting described in this letter, will bring the total award for two years to \$300,000.

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### **Section 1. Grant Summary**

The Green Jobs Initiative will train targeted Nashvillians to work in the jobs created through the Home Energy Uplift Program, building local capacity and ensuring that those who have been historically left behind are given ample opportunity for equitable career pathways in a growing market. Major activities will include building partnerships with certification providers, recruitment of workforce training participants, workforce training in retrofit installation, providing nationally-accredited certifications upon completion of training program, and connecting participants to jobs through the Home Energy Uplift Program. With national certification, retrofit technicians will be able to work in and impact Nashville as well as other communities in the Southeast. In addition to retrofit installation, a goal of this initiative will be to provide workforce training participants with the knowledge and skills needed to address residential water efficiency, and ensure that all retrofits not only increase a home's energy and water efficiency but also the health of its occupants. By building in not only energy-efficiency but also water efficiency, and health home skills into the training curriculum, program participants will be more marketable for current and future employment opportunities that will ultimately lead to higher wage gains.

### **Section 2. Involved Parties**

The lead applicant that submitted the grant proposal is the lead grantee who is responsible for ensuring the work is completed and the funds are used as detailed in this grant award letter. Project partners are accountable to the lead grantee. All parties are actively involved in project implementation and are committed to the results of the project.

- Lead Grantee: Nashville, TN; Mary Beth Ikard; Mayor's Office of Sustainability and Transportation; City of Nashville, TN; [Marybeth.ikard@nashvilletn.gov](mailto:Marybeth.ikard@nashvilletn.gov); 615-880-3344
- Fiscal Agent: Nashville Career Advancement Center
- Project Partners: Nashville Career Advancement Center; Tennessee Valley Authority; Nashville Electric Service; ClearResult; The Nashville Promise Zone Partners.

### **Section 3. Project Overview**

#### **Project Design:**

**Need:** First, Metro Nashville (Metro) must make progress in increasing the energy efficiency of our buildings city-wide. According to Metro's most recent greenhouse gas (GHG) inventory (2014), 54 percent of our emissions came from the building sector. Improving the energy-efficiency of both our new and existing buildings is critical to reducing emissions in this sector. Second, in addition to housing and transportation cost-burden, many low-income Nashvillians experience energy cost-burden. In Tennessee, households with incomes below 50 percent of the Federal Poverty Level pay 29 percent of their annual income on home energy bills (The Home Energy Affordability Gap, 2015). In Davidson County, it is estimated that over 90,000 residents are energy-burdened. Finally, while Nashville is experiencing extremely low unemployment across the county, there are pockets of the Nashville community that are being left behind. In some of our neighborhoods, unemployment is as high as 20 percent.



- **Solution:** The Green Jobs Initiative of the Nashville Career Readiness Partnership (NCRP) will address the need for labor (specifically retrofit technicians) for the Home Energy Uplift Program, which provides whole home energy improvements to low-income homeowners in Nashville. The Green Jobs Initiative will connect low-income residents to workforce training and career pathways for green jobs through the NCRP; increase energy efficiency for low-income homeowners through the Home Energy Uplift Program; and decrease housing and energy cost-burden for low-income residents.

The Home Energy Uplift Program was launched by the Mayor's Office, Nashville Electric Service (NES), and the Tennessee Valley Authority (TVA) in May 2018 and has recently received funding from TVA and the Federal Home Loan Bank of Cincinnati. By providing deep energy retrofits and tools to be as efficient as possible, the Home Energy Uplift Program will lower utility costs for low-income homeowners and improve comfort, quality of life, and the health of residents and their homes. The Home Energy Uplift Program exceeded expectations for its pilot round of home energy retrofits, completing projects for 77 homes with an average cost of \$8,586 per home.

The Green Jobs Initiative will train targeted Nashvillians to work in the jobs created through the Home Energy Uplift Program, building local capacity and ensuring that those who have been historically left behind are given ample opportunity for equitable career pathways in a growing market. Major activities will include building partnerships with certification providers, recruitment of workforce training participants, workforce training in retrofit installation, providing nationally-accredited certifications upon completion of training program, and connecting participants to jobs through the Home Energy Uplift Program. With national certification, retrofit technicians will be able to work in and impact Nashville as well as other communities in the Southeast. In addition to retrofit installation, a goal of this initiative will be to provide workforce training participants with the knowledge and skills needed to address residential water efficiency, and ensure that all retrofits not only increase a home's energy and water efficiency but also the health of its occupants. By building in not only energy-efficiency but also water efficiency, and health home skills into the training curriculum, program participants will be more marketable for current and future employment opportunities that will ultimately lead to higher wage gains.

While the Green Jobs Initiative will create workforce connections for retrofits and healthier homes, Metro recognizes the workforce need for energy auditors as well. Metro will leverage Tennessee Promise and Tennessee Reconnect (free community college) and Middle Tennessee Reconnect/Lumina Talent Hub (existing efforts to reconnect adults to postsecondary education) to explore the creation of an energy audit curriculum and degree program at Nashville State Community College (NSCC) and Tennessee College of Applied Technology (TCAT).

- **Result:** Training Nashvillians to participate in our growing green economy will benefit residents, the local community, and the region as a whole. This program will provide new career opportunities for residents; provide whole home energy retrofits to low-income Nashvillians by members of their own community; improve the efficiency of our residential building sector; and develop a constituency that is more aware of



the need for energy efficiency and how related sustainability programs, like water efficiency, can directly improve health and quality of life.

#### **Section 4. Project Timeline**

Building upon the existing Career Readiness Program at NCAC will enable us to move quickly. Since TVA's funding for the Home Energy Uplift Program is already in operation, we want to move quickly to provide accredited workers to help on those home projects. In addition, we will work with the Promise Zone sub-captains and NCAC to design a training program that addresses the needs of the Promise Zone communities.

- Mid-November: SSDN Sustainable Communities Fund Awards announced
- Mid-January: RFP released for the Green Jobs Initiative
- March: Awards announced
- April: First day of classes

#### **Section 5. Grant Requirements**

The City of Nashville, Tennessee as lead grantee, has agreed to meet six key grant requirements:

1. **Submit Quarterly Progress Updates.** These updates will be brief (2-3 paragraphs) and will include: 1. progress on major milestones; 2. results achieved to date (outputs and outcomes); 3. funds spent to date; 4. explanation of any major changes to the project milestones, timeline, or budget. These updates will be emailed to SSCF Manager Meg Jamison ([meg@southeastssdn.org](mailto:meg@southeastssdn.org)) on the dates in Table 2 (below).
2. **Participate in Quarterly Grantee Cohort Calls.** The lead grantee (and any key project partners, if desired) will participate in quarterly grantee cohort calls to share progress and learn from each other. This includes one call after the grant term ends to discuss grant program lessons learned. Calls will be coordinated by SSCF staff. The general timeline is outlined in Table 2 (below), the specific dates will be determined before December 31, 2018.
3. **Submit a Year One Progress Report.** This report will be no more than four pages and will include 1. progress on major milestones; 2. results achieved to date (outputs and outcomes); 3. funds spent to date; 4. explanation of any major changes to the Year One project milestones, timeline, or budget; and 5. proposed Year Two project budget by milestones and metrics table (Table 1). Note: the proposed Year Two budget will not exceed the Year Two estimate included in this grant agreement. This report will be emailed to SSCF Manager Meg Jamison ([meg@southeastssdn.org](mailto:meg@southeastssdn.org)) by December 2, 2019.



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4. **Participate in Year Two Planning Call.** The lead grantee (and key project partners, if desired) will participate in a Year Two Planning call with the SSCF Program Manager. The purpose of this call will be to review Year One performance, discuss the proposed Year Two project budget by milestones and metrics table, and determine if Year One performance merits the Year Two grant payment. Calls will be coordinated by SSCF staff and conducted in December 2019, specific date and time to be determined. Year Two payments will be issued within 30 days of approval from the SSCF Program Manager.
  
5. **Submit a Final Report.** This report will be between 7-12 pages and will include three deliverables: 1. a final grant report that describes outcomes, impact, follow on work planned, funds leveraged, and lessons learned (use template in **Appendix 1**); 2. a detailed record of grant fund expenditures, including a comparison of original budget (**Section 4**) to actual expenditures; 3. Any materials created for this grant project that demonstrate the project outputs and/or outcomes in a way that could help SSCF share the success of the grant program with other communities and other funders. This report will be emailed to SSCF Manager Meg Jamison ([meg@southeaststdn.org](mailto:meg@southeaststdn.org)) by December 31, 2020.
  
6. **Participate in Storytelling Activities.** Some lead grantees and project partners will be asked to participate in storytelling activities. Storytelling activities will be coordinated by SSCF. Examples of what this activity will produce include written feature stories, participant profiles, photo essays, sound recordings, videos, and/or local media coverage.

**Section 6. Grant Deadlines**

<b>Table 2. Key Grant Requirement Deadlines</b>			
	<b>Deliverable</b>	<b>2019 Deadlines</b>	<b>2020/2021 Deadlines</b>
1.	<b>Quarterly Progress Reports</b>	<ul style="list-style-type: none"> <li>• March 31, 2019</li> <li>• June 30, 2019</li> <li>• September 30, 2019</li> <li>• See Year One Milestone Progress Report below</li> </ul>	<ul style="list-style-type: none"> <li>• March 31, 2020</li> <li>• June 30, 2020</li> <li>• September 20, 2020</li> <li>• See Final Report below</li> </ul>
2.	<b>Quarterly Peer Learning Progress Calls</b>	<p>Specific dates and times to be determined before December 31, 2018.</p> <ul style="list-style-type: none"> <li>• April 2019</li> <li>• July 2019</li> <li>• October 2019</li> <li>• January 2020</li> </ul>	<p>Specific dates and times to be determined before December 31, 2019.</p> <ul style="list-style-type: none"> <li>• April 2020</li> <li>• July 2020</li> <li>• October 2020</li> <li>• January 2021</li> </ul>



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3.	<b>Year One Milestone Progress Report</b>	December 2, 2019	Not applicable
4.	<b>Year Two Planning Call</b>	Specific date and time in November or December 2019 to be determined.	Not applicable
5.	<b>Final Report</b>	Not applicable	December 31, 2020
6.	<b>Storytelling Activities</b>	To be determined	
7.	<b>SSDN Annual Meeting</b>	Attendance at the SSDN Annual Meeting is required for purposes of sharing stories and lessons learned with the SSDN network. The 2019 meeting is May 6-9 in Sarasota, Florida. The 2020 meeting is TBD. SSCF program will cover all costs related to attending this meeting for the lead grantee and up to one other grant participant. At least one grant team member must attend this meeting.	

**Section 7. Grant Payment Schedule and Terms**

GPP will issue two lump sum grant award payments to the lead grantee or their designated project fiscal sponsor. The first payment will be for Year One project implementation in the amount of \$150,000. The second payment will be for Year Two project implementation, is contingent on successful performance of Year One milestones, and will be in the amount of \$150,000. Prior to issuing Year Two payment, the SSCF may require a written scope update from the lead grantee to update expectations and deliverables for Year Two work. If this is required, the scope update will be drafted by the lead grantee, approved by the SSCF Program Manager, signed by GPP and the lead grantee, and added as an attachment to the original grant award letter.

**Section 8. Additional Grant Terms**

- Grant funds cannot be used for lobbying.
- The project must be a collaboration with the partners described in Section 2.
- The grantee is aware that failure to deliver, significant timeline extensions, and/or over budget projects will jeopardize future applications to the fund from this grantee if this fund continues.
- Unless otherwise specified in a separate agreement with GPP and the project partner, ownership and rights of the deliverables will be equally shared by the lead community, the partner, and GPP on behalf of SSDN. SSDN reserves the right to share and post both privately with members and funders, and publically to advance the field of urban sustainability.

If you agree with the terms and conditions of this grant agreement, complete and sign the Section 9.



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Acceptance of Grant Terms form, and email to April Donnellan at [april@global-philanthropy.org](mailto:april@global-philanthropy.org) and Meg Jamison at [meg@southeastssdn.org](mailto:meg@southeastssdn.org) no later than December 1, 2018. Year One grant payments will be issued within 30 days of receipt.

Sincerely,

April K. Donnellan  
Executive Director, Global Philanthropy Partnership

CC: Meg Jamison, SSCF Program Manager



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**Section 9. Acceptance of Grant Terms Form**

By signing this form, The City of Nashville, Tennessee accepts the terms and conditions of this grant agreement in its entirety.

**Lead Grantee**

Name: _	Patrick Combs
Title: _	Executive Director
Email:	Patrick.Combs@Nashville.gov
Phone:	615 862-8890 X 77407
Tax ID Number of lead grantee:	62-0694743
Instructions for Check Issuance or Bank Transfer:	
Signature:	

**Project Fiscal Sponsor (if different from above)**

Organization:	
Name: _	
Title: _	
Email:	
Phone:	
Tax ID Number:	
Instructions for Check Issuance or Bank Transfer:	
Signature:	

**Project Manager Information (if different from above)**

Organization:	
Name: _	
Title: _	
Email:	
Phone:	
Signature:	



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**Appendix 1. Year One Report Form and Final Grant Report Form**

*Year One Report Form*

**1. Results Achieved to Date:**

- **Outcomes to Date:** What outcomes has the project achieved to date? Is the project on track to achieve its intended results and reach the goals cited in the proposal? Why or why not?
- **Outputs to Date:** What specific outputs have been achieved?

**2. Describe the project activities and accomplishments including:**

- **Partnership Impacts:** Describe how relationships with partners have grown as a result of this project. Explain what has changed in the partner organizations as a result of the grant and any new collaborative efforts between the lead grantee and partners so far during this grant project.
- **Local Policy Impacts:** Have there been any impacts to local government policy and/or programs to date? Explain how this project has produced results for local government policy and/or programs.

**3. Budget:**

- **Please include a Year Two projected budget**
- **Matching Funds:** Have additional funds been raised for this work? From whom and how much? (Our funders want to know if the grant leveraged any other funds.)

**4. Climate Lessons Learned:** What are 2-3 key lessons learned to date from this project for how to advance climate mitigation and/or adaptation outcomes in local communities.

**5. Equity Lessons Learned:** What are 2-3 key lessons learned to date from this project for how to advance equitable outcomes in local communities.

**6. Do you have any need for Technical Assistance from the Southeast Sustainable Communities Fund in Year Two? If yes, please explain.**

**7. Supporting Materials:** Please also submit any relevant products of the grant (reports, new articles, images, PPTs, description of programs or policies launched, media coverage, etc.).



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**FINAL GRANT REPORT FORM**

1. **Outcomes:** What outcomes did the project achieve? Did the project achieve its intended results and reach the goals cited in the proposal? Why or why not?
2. **Impact on the lead grantee organization:** What has changed in your community as a result of the grant?
3. **Describe the project activities and accomplishments including:**
  - **Climate Impacts:** Describe how the project produced results to mitigate and/or adapt to climate change.
  - **Equity Impacts:** Describe how the project reduced disparities for the most marginalized members of the community while improving well-being for all. Explain the involvement and influence of priority stakeholders on the results of the project.
  - **Partnership Impacts:** Describe how relationships with partners grew as a result of this project. Explain what has changed in the partner organizations as a result of the grant. Describe any new collaborative efforts between the lead grantee and partners as a result of this grant project.
  - **Local Policy Impacts:** Describe how this project has impacted local government policy and/or programs. Explain how this project has produced results for local government policy and/or programs. Describe if and how any local policy has changed or resulted based on this project.
4. **Follow on Work:** What additional work is happening as a follow on to the grant and who is doing this work?
5. **Matching Funds:** Have additional funds been raised for this work? From whom and how much? (Our funders want to know if the grant leveraged any other funds.)
6. **Climate Lessons Learned:** What are 2-3 key lessons learned from this project for how to advance climate mitigation and/or adaptation outcomes in local communities.
7. **Equity Lessons Learned:** What are 2-3 key lessons learned from this project for how to advance equitable outcomes in local communities.
8. **Do you have any feedback for how to improve the Southeast Sustainable Communities Fund?**
9. **Final Budget Report:** Report by Item, Proposed Budget, and Actual Spending. A detailed record of expenditures of grant funds, including a comparison of actual expenses to your proposed budget (see Section 4 of this grant agreement).

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10. **Supporting Materials:** Please also submit any relevant products of the grant (final reports, guide books, PPTs, description of programs or policies launched, media coverage, etc.).

**Return to: Meg Jamison (meg@southeastsdn.org) on or before January 5, 2021.**

## Appendix 2. Grantee Award Guidance

### Document Purpose

This document is a guide for Southeast Sustainable Communities Fund (SSCF) lead applicants and/or lead grantees. SSCF wants to ensure receipt of funds is not a barrier for anyone to participate in an award, and will work with lead grantees and fiscal sponsors to develop flexible solutions when necessary.

### Who Issues the Grant Award?

**SSCF is not an independent legal entity or a nonprofit organization. The Global Philanthropy Partnership (GPP) is a 501 (c) 3 nonprofit that houses SSCF as a project within its organization.** GPP serves as the legal entity and fiscal sponsor on SSCF's behalf. This means that all contracting, granting, and / or legal agreements associated with SSCF are actually with GPP. When SSCF issues grant awards, GPP is the legal entity signing grant award letters with lead grantees and issuing funds to either lead grantees or fiscal sponsors of the grant project.

### Who is the Grant Awardee?

**SSCF issues grant award letters to the city/county lead applicant on the grant proposal who is deemed the lead grantee. The lead grantee is the primary point of contact with the SSCF for the grant award and grant reporting. The lead grantee is the entity to sign the Acceptance of Grant Terms Form.**

### Who Can Receive Funds, and How?

**The lead grantee or the project fiscal sponsor designated in the Acceptance of Grant Terms Form can receive the grant funds after the lead grantee and GPP sign the award letter.**

The lead grantee tax ID / EIN is required in all cases. This is because the award is being made to the city/county, and so the city/county's tax ID / EIN is the number GPP's tax auditor requires. The City/County is the lead grantee and is responsible for the work of the grant (content), approval of all payments (budget), and reporting on the grant (quarterly and final reports).

**Project Fiscal Sponsor Eligibility.** In order for a project fiscal sponsor to receive funds on behalf of the lead grantee the project fiscal sponsor must be a 501(c)3 Nonprofit Organization. The project fiscal sponsor can be performing work on the grant project, or serving solely as a fiscal sponsor on the lead grantee's behalf.

**Funds Disbursement.** GPP will issue two lump sum grant award payments to the lead grantee or their designated project fiscal sponsor. The first payment will be for Year One project implementation and not to



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exceed \$150,000. The second payment will be for Year Two project implementation, is contingent on successful performance of Year One milestones, and will not exceed \$150,000. Prior to issuing Year Two payment, the SSCF may require a written scope update from the lead grantee to update expectations and deliverables for Year Two work. If this is required, the scope update will be drafted by the lead grantee, approved by the SSCF Program Manager, signed by GPP and the lead grantee, and added as an attachment to the original grant award letter.

**Appendix 3: Grant Delay and Extension Policy**

**Extension Policy Purpose**

Once an award has been granted to a lead applicant, obstacles can arise that stand in the way of meeting deliverable deadlines. This document describes the SSCF policy in such instances, and provides grantee guidance on how to respond, take corrective action, and request fund intervention or extensions.

**Grant Delay Guidelines**

SSCF grants have a lifespan of two years. Grants that are not delivered within the prescribed timeline come with a price tag for the program, in the form of 1) increased Fund Management time investment, which is deferred from new program development, and 2) the potential for reduced funder trust that lead applicants and partners can deliver strong, impactful projects in reasonable timeframes. To mitigate these costs, SSCF has created the following guidelines by situational category to help grantees understand the established process and subsequent steps that will be taken to correct delays.

Reason for Delay	Description	Impacts of Delay	Corrective Measures
Lead Grantee or Project manager lead Leaves	Turn over is expected. This means that turn over will be experienced during some grant life spans.	When a lead departs, the team can experience significant delay and the product can be jeopardized.	Departing lead grantees must contact SSCF staff and fund management as soon as possible. A transition plan will be developed on a case-by-case basis depending on factors like: funds spent to date and by whom, strength of other team members, and percent completion.
Consulting Lead Leaves	Sometimes a critical team member departs the project, leaving the team to replace them.	When a consulting partner leaves, often the work they were doing must be re-bid.	Lead grantee must contact SSCF staff and fund management immediately. Fund management will work with the grant team to fund swift and suitable replacement(s).



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Consulting Partner is unresponsive or responsive in a negative manner	In some cases, partners that look good on paper do not meet expectations during implementation.	This type of issue can jeopardize the quality of the deliverables and the effectiveness of the project as a whole.	Lead grantee must notify SSCF staff early of any negative interactions with the partner and team. SSCF staff will speak to the partner separately to understand how the situation can be corrected or resolved.
Lead Grantee and/or Project Manager is Unresponsive	In some cases, leads applicants or project managers have capacity issues that prevent them from executing the project to the expectation of signed award.	This will directly impact that city's ability to obtain more funding.	SSCF staff will note unresponsiveness to the project leads, lead grantee and/or project manager, and this will be a point of decision: in extreme cases, GPP and SSCF staff may request a refund from that City's Finance Department or from lead applicant.
Incomplete Deliverables	At times, deliverables are turned in that are unsatisfactory or do not match the signed scope of work deliverables.	This may directly impact the ability of the lead city to obtain funding in the future, depending on the justification as to why they are incomplete.	The lead grantee must submit to SSCF staff in writing why the deliverables do not meet expectations. Based on those explanations, a corrective course of action may be developed by SSCF staff and the lead grantee.
Repeated Extension Requests	Some lead grantees request repeated extensions.	This may directly impact the ability to obtain funding in the future. No more than 2 extension requests will be entertained before a refund may be requested. Any grant extension requests must be done in writing.	The lead grantee must submit to SSCF staff in writing why the extension is being requested. They must also submit any deliverables created to that point for evaluation of progress and merit. Based on the explanation and product, a corrective course of action may be developed by SSCF staff and the lead grantee, or a refund may be requested by GPP and SSCF to the grantee.



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		SSCF staff will make decisions on a case-by-case basis.	
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*The SSCF team strives to work with each grantee and team to ensure success, so these guidelines ultimately stress proactive communication and responsiveness. We understand that situations change, and encourage contact early and often to work with SSCF to avert situations that cannot be corrected in a manner that still obtains strong deliverables and usefulness to the field of urban sustainability. Please contact Meg Williams Jamison, [meg@southeastssdn.org](mailto:meg@southeastssdn.org), with any questions.*

**Grant Extension Request Guidelines**

If a grant extension must be requested, please explain the following in writing:

1. List Grant Lead and Project Team members, including consultants.
2. Describe progress to date (attach any deliverables in their current state).
3. Describe reason for extension request.
4. Describe any corrective action taken to ensure the new requested deadline can be met.
5. Suggest new deadline.

This write up will be evaluated by SSDN staff and Fund Management. A follow-up phone call may be requested to clarify portions of the request. Extensions will be provided in writing from the Fund Management to the Lead Grantee.



**Appendix 4: Copy of Grant Proposal**

**Project Title:** The Green Jobs Initiative of the Nashville Career Readiness Partnership

**Lead Applicant:** Office of Mayor David Briley, Metropolitan Government of Nashville-Davidson County

Mary Beth Ikard – Office of Mayor David Briley

Email: [Marybeth.ikard@nashvilletn.gov](mailto:Marybeth.ikard@nashvilletn.gov)

Phone Number: 615-880-3344

**Funding Requests:** Year 1: \$150,000

Year 2: \$150,000

**Partners:** Office of Mayor David Briley, Nashville Career Advancement Center, TVA, NES, ClearResult, and the Nashville Promise Zone.

**1. Project Evolvement:** Since the LOI submission, we have changed the contracting structure for implementation so that funding will be deployed into the community. While we had planned to implement the workforce training program directly through the Nashville Career Advancement Center, a department of Metro Nashville, we now plan to contract with local nonprofit agencies to implement the program. This will bring added value to Nashville by building local capacity in nonprofit agencies.

**2. Project Description**

**a. Project Design:**

- **Need:** First, Metro Nashville (Metro) must make progress in increasing the energy efficiency of our buildings city-wide. According to Metro's most recent greenhouse gas (GHG) inventory (2014), 54 percent of our emissions came from the building sector. Improving the energy-efficiency of both our new and existing buildings is critical to reducing emissions in this sector. Second, in addition to housing and transportation cost-burden, many low-income Nashvillians experience energy cost-burden. In Tennessee, households with incomes below 50 percent of the Federal Poverty Level pay 29 percent of their annual income on home energy bills (The Home Energy Affordability Gap, 2015). In Davidson County, it is estimated that over 90,000 residents are energy-burdened. Finally, while Nashville is experiencing extremely low unemployment across the county, there are pockets of the Nashville community that are being left behind. In some of our neighborhoods, unemployment is as high as 20 percent.
- **Solution:** The Green Jobs Initiative of the Nashville Career Readiness Partnership (NCRP) will address the need for labor (specifically retrofit technicians) for the Home Energy Uplift Program, which provides whole home energy improvements to low-income homeowners in Nashville. The Green Jobs Initiative will connect low-income residents to workforce training and career pathways for green jobs through the NCRP; increase energy efficiency for low-income homeowners through the Home Energy Uplift Program; and decrease housing and energy cost-burden for low-income residents.

The Home Energy Uplift Program was launched by the Mayor's Office, Nashville Electric Service (NES), and the Tennessee Valley Authority (TVA) in May 2018 and has recently received funding from TVA and the Federal Home Loan Bank of Cincinnati. By providing deep energy retrofits and tools to be as efficient as possible, the Home Energy Uplift Program will lower utility costs for low-income homeowners and improve comfort, quality of life, and the health of residents and their homes. The Home Energy Uplift Program



exceeded expectations for its pilot round of home energy retrofits, completing projects for 77 homes with an average cost of \$8,586 per home.

The Green Jobs Initiative will train targeted Nashvillians to work in the jobs created through the Home Energy Uplift Program, building local capacity and ensuring that those who have been historically left behind are given ample opportunity for equitable career pathways in a growing market. Major activities will include building partnerships with certification providers, recruitment of workforce training participants, workforce training in retrofit installation, providing nationally-accredited certifications upon completion of training program, and connecting participants to jobs through the Home Energy Uplift Program. With national certification, retrofit technicians will be able to work in and impact Nashville as well as other communities in the Southeast. In addition to retrofit installation, a goal of this initiative will be to provide workforce training participants with the knowledge and skills needed to address residential water efficiency, and ensure that all retrofits not only increase a home's energy and water efficiency but also the health of its occupants. By building in not only energy-efficiency but also water efficiency, and health home skills into the training curriculum, program participants will be more marketable for current and future employment opportunities that will ultimately lead to higher wage gains.

While the Green Jobs Initiative will create workforce connections for retrofits and healthier homes, Metro recognizes the workforce need for energy auditors as well. Metro will leverage Tennessee Promise and Tennessee Reconnect (free community college) and Middle Tennessee Reconnect/Lumina Talent Hub (existing efforts to reconnect adults to postsecondary education) to explore the creation of an energy audit curriculum and degree program at Nashville State Community College (NSCC) and Tennessee College of Applied Technology (TCAT).

- **Result:** Training Nashvillians to participate in our growing green economy will benefit residents, the local community, and the region as a whole. This program will provide new career opportunities for residents; provide whole home energy retrofits to low-income Nashvillians by members of their own community; improve the efficiency of our residential building sector; and develop a constituency that is more aware of the need for energy efficiency and how related sustainability programs, like water efficiency, can directly improve health and quality of life.
- **Regional Replicability:** As Knoxville's KEEM program has been used as the model to launch the Home Energy Uplift program across all five of TVA's largest cities, we hope to create a similar replicable model with the Green Jobs Initiative. Knoxville and Chattanooga have programs that focus on career readiness and sustainability education (SEED in Knoxville and green|spaces in Chattanooga). Our goal is to create a career readiness program that specifically targets disadvantaged residents, provides them with needed training and certifications, and helps match them with a job. We will work with existing programs in Chattanooga and Knoxville so that our core curricula are consistent and certifications are transferable. In addition, we expect that the Green Jobs Initiative will serve as a model for other TVA cities to launch their own Green Jobs programs.



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**b. Impact on Community Sustainability:** The Green Jobs Initiative will ensure that local community members are trained in energy efficiency readiness. This program will allow Nashville to build and create the workforce systems necessary to increase efforts to adapt to climate change, increase energy efficiency, reduce energy costs for low-income homeowners, and improve the health of homes and residents.

In addition to impacting community sustainability through energy efficiency, the Green Jobs Initiative will catalyze and sustain a green economy in Nashville by providing career pathways to address workforce shortages for green jobs. Hundreds of contractors have indicated that there is a significant workforce shortage for audits and retrofits, especially for insulation work such as air sealing, attic insulation, and duct sealing. According to Go Build Tennessee, for every one new person entering the building trade, five are leaving and, across the country, employers need more than 1 million workers to meet industry demand.

**c. Community Partnership:** This program will be implemented in partnership with the NCAC, NES, and TVA as a supplement to the Home Energy Uplift Program. Since Fall 2016, the Nashville Career Readiness Partnership (NCRP) has helped Nashvillians receive the training they need to begin a career in construction on a sustainable career pathway. NCAC is well known in the community for recruiting residents for workforce training through the NCRP. NCAC will provide programmatic oversight to contracted community-based organizations, which will recruit participants and implement the training program for this project. NCAC will look to partner with organizations that have experience working with historically disadvantaged communities in the Promise Zone.

Additionally, the Green Jobs Initiative will leverage existing strong partnerships in the Nashville community, including:

- **Home Energy Uplift Program** – As previously mentioned, this partnership between the **Mayor's Office, NES, TVA, and the Federal Home Loan Bank of Cincinnati** provides whole home improvements to increase energy efficiency for low-income homeowners in Nashville's HUD-designated Promise Zone. The Home Energy Uplift Program creates a demand for jobs and energy efficiency industry readiness.
- **Nashville Promise Zone Sub-Zone Captains and Partners** – Metro Nashville will leverage its HUD-designated Promise Zone to engage critical community partners. The Nashville Promise Zone is collaboration between the Metropolitan Development Housing Agency (MDHA), the Mayor's Office, six sub-zone captains partners, and over 100 participating community-based organizations. This ten year designation is charged with addressing challenges faced by residents living in persistent poverty. The mission of the Nashville Promise seeks to address challenges faced by residents living in poverty. Utilizing the framework of the Nashville Promise Zone will provide the infrastructure for targeting potential program participants and for community outreach for the Home Energy Uplift Program and Green Jobs Initiative. The Nashville Promise Zone receives AmeriCorps VISTA Support, which can provide program support and data collection. The six sub-zone captains that will be essential partners to the success of this program are:
  - **The Martha O'Bryan Center (MOBC):** Founded in 1894, MOBC has been located in the heart of Cayce Place (a public housing community) since 1948, serving Cayce and the surrounding neighborhoods within Subzone 1. It is one of Nashville's most distressed communities, but it is less than a mile from a thriving downtown. It houses a population that is 60% Black, 36% White, and 4% other (including multiracial backgrounds). Furthermore, 48.6% of the population lives



- below the National Poverty Level, including 68% of current children. The MOBC cradle to career continuum of programs and partners focuses on filling needs in education and employment, with social emotional supports to stabilize family crisis.
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  - **Woodbine Community Organization:** Chartered in 1985, Woodbine Community Organization is a mission-driven community development organization dedicated to working together to create opportunities for people of diverse incomes and backgrounds to access affordable housing, financial education, economic opportunities, and to fully participate in the civic life of their community. Significant growth in the area has seen their mission expand beyond their traditional black and white communities to include Kurdish, Latino, Laotian, Somali, and others. This is achieved by sustaining engaging, high-performing, and adaptive community-based programs that are supported by collaborative agreements with local partners, and public/private investment.
  - **Conexión Américas:** Over the past two decades, Subzone 4 (South Nashville/Nolensville Pike corridor) has seen significant growth in international immigration. Starting in the 1990s, Kurdish, Somali, and Sudanese refugees began settling in Nashville. Today, Nashville takes in more than 1,000 refugees a year, and is home to a large Kurdish population in particular. Additionally and the number of New Americans in Nashville has doubled since 2004. (According to the Partnership for a New American Economy). The poverty rate is greater than 25% throughout most of Subzone 4 and more than 20% of people throughout this subzone do not have health insurance.
  - **Urban League of Middle Tennessee:** Located in the heart of North Nashville's black community the Urban League of Middle Tennessee has set its mission to enable African Americans, other minorities and disenfranchised groups to secure economic self-reliance, power, parity, and civil rights. North Nashville is also one of the most historically disenfranchised parts of Nashville with a poverty rate of 38.4%, an unemployment rate 4x the City average and nearly 50% of adult residents having only a high school diploma or less.
  - **St. Luke's Community House:** St. Luke's Community House and Preston Taylor Ministries, have a long history within the community and are known for providing resources to those in need. St. Luke's also provides a unique feature to the area in that many nonprofit organizations are housed in one place. This allows the community access to multiple services and resources in one location. Subzone 6 is located in West Nashville This area is socio-economically and ethnically diverse and demographics vary within the area by age, income-level, family size and need.



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According to the 2015 Community Needs Assessment, 21.2% of our community members live in poverty, with at least 35% of the people under age 18 living in poverty.

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- **ClearResult** – ClearResult is a national provider of energy efficiency solutions and is the implementation partner for TVA on the Home Energy Uplift Program. ClearResult works with a network of 400 contractors on audits and retrofits and will be a critical partner in connecting the Green Jobs Initiative graduates with job opportunities. ClearResult will advise on workforce training curriculum and provide connections to contractors and available jobs.
- **The Nashville Talent Hub** – Metro Nashville will leverage its existing Talent Hub initiative to explore curriculum and career pathway opportunities for green jobs. This initiative, funded by the Lumina Foundation and the Kresge Foundation, is a partnership between the **Mayor's Office, the Nashville Area Chamber of Commerce, and Nashville State Community College** to reconnect adults in the Promise Zone to postsecondary education, degree completion, and career pathways – leveraging free community college through Tennessee Reconnect and college/career counseling through **Middle Tennessee Reconnect**. The Nashville Talent Hub partners have a strong track record of community engagement and building effective career pathways.
- **Training Partners** – Metro Nashville has fostered a community of strong partners that are engrained in their communities of service that provide high level occupational training. We will rely on partners like these to help prepare the target populations to enter employment. They include:



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- **Goodwill Industries of Middle Tennessee** – Founded in 1957 as a nonprofit organization, Goodwill Industries of Middle Tennessee’s mission is changing lives through education, training and employment. Goodwill is a founding training partner of the Nashville Construction Readiness Program and has trained over 100 promise zone residents in entry level construction skills leading to a nationally recognized credential.
- **Project Return** – Project Return works with people who have been convicted of felonies or serious misdemeanors and were recently released from incarceration. Their efforts are infused with a commitment to every person’s humanity and dignity, as each person returns to society and leaves prison behind. They have partnered with Metro Nashville to provide high quality entry level construction and hospitality training leading to industry recognized credentials.
- **4:13 Strong** – 4:13 Strong’s intensive, 6-month residential program uses vocational, life and spiritual training to equip men to transform their lives. Regardless of the individuals background each man is equipped with the skills he needs to start a career and gain financial independence. They have partnered with Metro to train over 50 entry level construction workers.

**d. Equity and Inclusiveness:** In the past, projects in this field have typically not included disadvantaged communities. Although Nashville-Davidson County as a whole currently has one of the lowest unemployment rates of any county in the state at 2.6 percent, pockets within the County are still experiencing double-digit unemployment rates.

The Green Jobs Initiative will geographically target workforce training to Nashville’s HUD-designated Promise Zone, a 46 square mile area in the urban core, including neighborhoods with some of the highest poverty and unemployment rates. The poverty rate of the Promise Zone is currently at 37.61 percent, significantly higher than Davidson County’s Poverty Rate of 17.1 percent and the National Poverty Rate of 12.1 percent. Well over 50 percent of Nashville Promise Zone residents do not qualify for the majority of available jobs. The Green Jobs Initiative, supplementing the Home Energy Uplift Program, will enable Promise Zone residents to be connected to meaningful jobs in their own neighborhoods.

The Green Jobs Initiative will also prioritize equity and inclusion by strategically targeting workforce training opportunities to historically disadvantaged populations – especially African Americans, Latinos/Latinas, New Americans, and women. These communities experience higher levels of poverty, unemployment, and wage theft in the sustainability and construction trades. Additionally, the Green Jobs Initiative will provide access to good wages, thus increasing household income for participants. Annual salaries for retrofit installer technicians range from \$37,000 - \$47,000. In addition to addressing a workforce shortage and increasing energy efficiency of homes, the Green Jobs Initiative will significantly impact Nashvillians by increasing economic equity, income equality, and wealth building.

**e. Innovation:** The Green Jobs Initiative demonstrates scalable innovation because its program design builds environmental, economic, and social resilience by achieving multiple co-benefits and increasing community sustainability. Co-benefits of the Green Jobs Initiative include:

- Increasing energy efficiency (through Home Energy Uplift)



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- Increasing economic resilience by addressing workforce and industry needs for the green economy in the South
- Increasing economic resilience of low income communities and historically disadvantaged populations through:
  - Providing home energy and water improvements that reduce energy cost-burden and improve health of homes and residents
  - Connecting residents to workforce training, good-paying jobs, and career pathways that promote upward economic mobility and wealth-building
- Promoting social, racial, economic, and environmental equity: For too long, sustainability has been portrayed as only something wealthy people can afford to address. Not only is it simply not true, but the most impactful sustainability programs have a strong equity focus. Together, the Home Energy Uplift program and the Green Jobs Initiative will help raise awareness for energy-efficiency, water-efficiency and sustainability issues among Nashville's low-income residents and communities of color. Both programs will help make the case for why sustainability programs will have a positive impact on their daily lives and health, while also helping us avoid future climate catastrophes and resource shortages. Hopefully, these communities will also become strong advocates for growing and expanding future sustainability programs.

**f. Local Government Commitment:** Metro Nashville is deeply committed to advancing sustainability, equity, and resilience. Metro Nashville will support the work of the Green Jobs Initiative by leveraging existing partnerships, programs, and funding within Metro Government and the Nashville community.

- **Mayor's Office of Transportation and Sustainability:** The Mayor's Office created the Home Energy Uplift Program in partnership with NES and TVA. Additionally, the Mayor's Office of Transportation and Sustainability has been working diligently over the last few years to ensure Nashville is the greenest city in the southeast through the Livable Nashville Strategy. Several key initiatives of the office include the 500K Tree Campaign, Music City Solar (a 2MW community solar project), Downtown Glass Recycling, the Zero Waste Master Plan, and Mayor's Food Saver Challenge.
- **Mayor's Minority Business Advisory Council:** Mayor Briley has shown a deep commitment to equity through the creation of the Minority Business Advisory Council, which is led by the Mayor's Chief Diversity, Equity, and Inclusion Officer and is currently working to identify policy solutions to better support small and minority owned businesses through capacity building, procurement reform, and talent pipelines.
- **Resilient Nashville:** Nashville was selected to participate in 100 Resilient Cities – Pioneered by the Rockefeller Foundation (100RC), an initiative dedicated to helping cities around the world become more resilient to physical, social, and economic challenges. Nashville recently completed its Preliminary Resilience Assessment (PRA), a baseline assessment which included an inventory of existing resilience actions, a qualitative risks assessment, and community engagement data from over 5,000 residents. The PRA identified priority shocks related to extreme weather and stresses related to poverty, racial and economic inequity, housing affordability, land use and development, and psychological resilience.
- **Nashville Career Advancement Center (NCAC):** NCAC's mission is to drive equitable economic prosperity in Middle Tennessee by providing individuals aged 14 and older with increased access to sustainable career pathways, connecting job seekers to employers, training and counseling at any career



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stage, and strengthening local businesses by preparing a workforce that reflects the skill demands of area employers. The Nashville Career Advancement Center works with individuals to explore career options, decide on a direction, target a career or industry, then strategize and market oneself for the job search. Key initiatives include the Career Readiness Partnership and Opportunity Now, Nashville's summer youth employment program.

- **Metro General Services:** General Services recently launched a Division of Sustainability to integrate sustainable practices throughout the department's programs, projects, and operations. General Services manages close to 50 percent of Metro's buildings and facilities and is working to reduce the energy use of those buildings by 20 percent over the next 10 years. We will work with General Services and their local contractors to help match program graduates with job opportunities.

**g. Success Metrics:** Success will be tracked by outputs focused on workforce training, short term outcomes (impacts on residents), and long term outcomes (impacts on environment).

Outputs

- # of participants entering training
- # of participants completing training

Short Term Outcomes

- # of participants connected to employment
- Average wage at employment
- Average wage gain post-training
- Average energy bill for participants in the Home Energy Uplift Program

Long Term Outputs/Outcomes

- # of people entering energy auditing program
- # of people obtaining energy auditing credentials
- # of people employed for longer than 18 months
- # of NCRP participants starting small businesses related to energy auditing, retrofitting, or water usage
- Reduction in Metro Nashville's community GHG emissions for the building sector
- Increase in low-flow fixture usage in Promise Zone residences
- Reduction in Metro Nashville's residential water usage
- # of underemployed in Promise Zone is reduced
- Reduce energy local usage to 4 GWh (Gigawatts Hour)
- Reduce energy and water cost-burden for Promise Zone residents

**h. Project Budget and Match:** See attached.

**i. Challenges:** We expect that there will be ample job opportunities through Home Energy Uplift, but will need strong community outreach efforts through Promise Zone partners to ensure strong training program participation



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**j. Timeline:** Building upon the existing Career Readiness Program at NCAC will enable us to move quickly. Since TVA's funding for the Home Energy Uplift Program is already in operation, we want to move quickly to provide accredited workers to help on those home projects. In addition, we will work with the Promise Zone sub-captains and NCAC to design a training program that addresses the needs of the Promise Zone communities.

- Mid-November: SSDN Sustainable Communities Fund Awards announced
- Mid-January: RFP released for the Green Jobs Initiative
- March: Awards announced
- April: First day of classes
-

**Project Title:** The Green Jobs Initiative of the Nashville Career Readiness Partnership

**Lead Applicant:** Office of Mayor David Briley, Metropolitan Government of Nashville-Davidson County

Anne Havard – Office of Mayor David Briley

Email: [anne.havard@nashville.gov](mailto:anne.havard@nashville.gov)

Phone Number: 615-880-3344

**Funding Requests:** Year 1: \$150,000

Year 2: \$150,000

**Partners:** Office of Mayor David Briley, Nashville Career Advancement Center, TVA, NES, ClearResult, and the Nashville Promise Zone.

**1. Project Evolvement:** Since the LOI submission, we have changed the contracting structure for implementation so that funding will be deployed into the community. While we had planned to implement the workforce training program directly through the Nashville Career Advancement Center, a department of Metro Nashville, we now plan to contract with local nonprofit agencies to implement the program. This will bring added value to Nashville by building local capacity in nonprofit agencies.

## **2. Project Description**

### **a. Project Design:**

- **Need:** First, Metro Nashville (Metro) must make progress in increasing the energy efficiency of our buildings city-wide. According to Metro's most recent greenhouse gas (GHG) inventory (2014), 54 percent of our emissions came from the building sector. Improving the energy-efficiency of both our new and existing buildings is critical to reducing emissions in this sector. Second, in addition to housing and transportation cost-burden, many low-income Nashvillians experience energy cost-burden. In Tennessee, households with incomes below 50 percent of the Federal Poverty Level pay 29 percent of their annual income on home energy bills (The Home Energy Affordability Gap, 2015). In Davidson County, it is estimated that over 90,000 residents are energy-burdened. Finally, while Nashville is experiencing extremely low unemployment across the county, there are pockets of the Nashville community that are being left behind. In some of our neighborhoods, unemployment is as high as 20 percent.
- **Solution:** The Green Jobs Initiative of the Nashville Career Readiness Partnership (NCRP) will address the need for labor (specifically retrofit technicians) for the Home Energy Uplift Program, which provides whole home energy improvements to low-income homeowners in Nashville. The Green Jobs Initiative will connect low-income residents to workforce training and career pathways for green jobs through the NCRP; increase energy efficiency for low-income homeowners through the Home Energy Uplift Program; and decrease housing and energy cost-burden for low-income residents.

The Home Energy Uplift Program was launched by the Mayor's Office, Nashville Electric Service (NES), and the Tennessee Valley Authority (TVA) in May 2018 and has recently received funding from TVA and the Federal Home Loan Bank of Cincinnati. By providing deep energy retrofits and tools to be as efficient as possible, the Home Energy Uplift Program will lower utility costs for low-income homeowners and improve comfort, quality of life, and the health of residents and their homes. The Home Energy Uplift Program exceeded expectations for its pilot round of home energy retrofits, completing projects for 77 homes with an average cost of \$8,586 per home.

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- **Rebuilding Together Nashville** – Rebuilding Together Nashville is a 501(c)(3) nonprofit that has served low-income homeowners in Nashville for over 20 years by restoring, rebuilding, and providing critical home repairs. The average annual household income of Rebuilding Together Nashville clients is below \$18,000, which is below 30 percent of AMI of Davidson County, with the average time they've lived in their homes being about 20 years. With a current waitlist of nearly 400 families, Rebuilding Together Nashville is an essential partner in the Home Energy Uplift Program in finding program applicants that meet the qualifications. As a Promise Zone partner, Rebuilding Together Nashville is familiar with the Promise Zone mission and specifically helps refer Promise Zone residents.
- **ClearResult** – ClearResult is a national provider of energy efficiency solutions and is the implementation partner for TVA on the Home Energy Uplift Program. ClearResult works with a network of 400 contractors on audits and retrofits and will be a critical partner in connecting the Green Jobs Initiative graduates with job opportunities. ClearResult will advise on workforce training curriculum and provide connections to contractors and available jobs.
- **The Nashville Talent Hub** – Metro Nashville will leverage its existing Talent Hub initiative to explore curriculum and career pathway opportunities for green jobs. This initiative, funded by the Lumina Foundation and the Kresge Foundation, is a partnership between the Mayor's Office, the Nashville Area Chamber of Commerce, and Nashville State Community College to reconnect adults in the Promise

Zone to postsecondary education, degree completion, and career pathways – leveraging free community college through Tennessee Reconnect and college/career counseling through **Middle Tennessee Reconnect**. The Nashville Talent Hub partners have a strong track record of community engagement and building effective career pathways.

- **Training Partners** – Metro Nashville has fostered a community of strong partners that are engrained in their communities of service that provide high level occupational training. We will rely on partners like these to help prepare the target populations to enter employment. They include:
  - **Goodwill Industries of Middle Tennessee** – Founded in 1957 as a nonprofit organization, Goodwill Industries of Middle Tennessee’s mission is changing lives through education, training and employment. Goodwill is a founding training partner of the Nashville Construction Readiness Program and has trained over 100 promise zone residents in entry level construction skills leading to a nationally recognized credential.
  - **Project Return** – Project Return works with people who have been convicted of felonies or serious misdemeanors and were recently released from incarceration. Their efforts are infused with a commitment to every person’s humanity and dignity, as each person returns to society and leaves prison behind. They have partnered with Metro Nashville to provide high quality entry level construction and hospitality training leading to industry recognized credentials.
  - **4:13 Strong** – 4:13 Strong’s intensive, 6-month residential program uses vocational, life and spiritual training to equip men to transform their lives. Regardless of the individuals background each man is equipped with the skills he needs to start a career and gain financial independence. They have partnered with Metro to train over 50 entry level construction workers.

**d. Equity and Inclusiveness:** In the past, projects in this field have typically not included disadvantaged communities. Although Nashville-Davidson County as a whole currently has one of the lowest unemployment rates of any county in the state at 2.6 percent, pockets within the County are still experiencing double-digit unemployment rates.

The Green Jobs Initiative will geographically target workforce training to Nashville’s HUD-designated Promise Zone, a 46 square mile area in the urban core, including neighborhoods with some of the highest poverty and unemployment rates. The poverty rate of the Promise Zone is currently at 37.61 percent, significantly higher than Davidson County’s Poverty Rate of 17.1 percent and the National Poverty Rate of 12.1 percent. Well over 50 percent of Nashville Promise Zone residents do not qualify for the majority of available jobs. The Green Jobs Initiative, supplementing the Home Energy Uplift Program, will enable Promise Zone residents to be connected to meaningful jobs in their own neighborhoods.

The Green Jobs Initiative will also prioritize equity and inclusion by strategically targeting workforce training opportunities to historically disadvantaged populations – especially African Americans, Latinos/Latinas, New Americans, and women. These communities experience higher levels of poverty, unemployment, and wage theft in the sustainability and construction trades. Additionally, the Green Jobs Initiative will provide access to good wages, thus increasing household income for participants. Annual salaries for retrofit installer technicians range from \$37,000 - \$47,000. In addition to addressing a workforce shortage and increasing energy efficiency of homes, the Green Jobs Initiative will significantly impact Nashvillians by increasing economic equity, income equality, and wealth building.

**e. Innovation:** The Green Jobs Initiative demonstrates scalable innovation because its program design builds environmental, economic, and social resilience by achieving multiple co-benefits and increasing community sustainability. Co-benefits of the Green Jobs Initiative include:

- Increasing energy efficiency (through Home Energy Uplift)
- Increasing economic resilience by addressing workforce and industry needs for the green economy in the South

- Increasing economic resilience of low income communities and historically disadvantaged populations through:
  - Providing home energy and water improvements that reduce energy cost-burden and improve health of homes and residents
  - Connecting residents to workforce training, good-paying jobs, and career pathways that promote upward economic mobility and wealth-building
- Promoting social, racial, economic, and environmental equity: For too long, sustainability has been portrayed as only something wealthy people can afford to address. Not only is it simply not true, but the most impactful sustainability programs have a strong equity focus. Together, the Home Energy Uplift program and the Green Jobs Initiative will help raise awareness for energy-efficiency, water-efficiency and sustainability issues among Nashville's low-income residents and communities of color. Both programs will help make the case for why sustainability programs will have a positive impact on their daily lives and health, while also helping us avoid future climate catastrophes and resource shortages. Hopefully, these communities will also become strong advocates for growing and expanding future sustainability programs.

**f. Local Government Commitment:** Metro Nashville is deeply committed to advancing sustainability, equity, and resilience. Metro Nashville will support the work of the Green Jobs Initiative by leveraging existing partnerships, programs, and funding within Metro Government and the Nashville community.

- **Mayor's Office of Transportation and Sustainability:** The Mayor's Office created the Home Energy Uplift Program in partnership with NES and TVA. Additionally, the Mayor's Office of Transportation and Sustainability has been working diligently over the last few years to ensure Nashville is the greenest city in the southeast through the Livable Nashville Strategy. Several key initiatives of the office include the 500K Tree Campaign, Music City Solar (a 2MW community solar project), Downtown Glass Recycling, the Zero Waste Master Plan, and Mayor's Food Saver Challenge.
- **Mayor's Minority Business Advisory Council:** Mayor Briley has shown a deep commitment to equity through the creation of the Minority Business Advisory Council, which is led by the Mayor's Chief Diversity, Equity, and Inclusion Officer and is currently working to identify policy solutions to better support small and minority owned businesses through capacity building, procurement reform, and talent pipelines.
- **Resilient Nashville:** Nashville was selected to participate in 100 Resilient Cities – Pioneered by the Rockefeller Foundation (100RC), an initiative dedicated to helping cities around the world become more resilient to physical, social, and economic challenges. Nashville recently completed its Preliminary Resilience Assessment (PRA), a baseline assessment which included an inventory of existing resilience actions, a qualitative risks assessment, and community engagement data from over 5,000 residents. The PRA identified priority shocks related to extreme weather and stresses related to poverty, racial and economic inequity, housing affordability, land use and development, and psychological resilience.
- **Nashville Career Advancement Center (NCAC):** NCAC's mission is to drive equitable economic prosperity in Middle Tennessee by providing individuals aged 14 and older with increased access to sustainable career pathways, connecting job seekers to employers, training and counseling at any career stage, and strengthening local businesses by preparing a workforce that reflects the skill demands of area employers. The Nashville Career Advancement Center works with individuals to explore career options, decide on a direction, target a career or industry, then strategize and market oneself for the job search. Key initiatives include the Career Readiness Partnership and Opportunity Now, Nashville's summer youth employment program.
- **Metro General Services:** General Services recently launched a Division of Sustainability to integrate sustainable practices throughout the department's programs, projects, and operations. General Services manages close to 50 percent of Metro's buildings and facilities and is working to reduce the energy use of those buildings by 20 percent over the next 10 years. We will work with General Services and their local contractors to help match program graduates with job opportunities.

**g. Success Metrics:** Success will be tracked by outputs focused on workforce training, short term outcomes (impacts on residents), and long term outcomes (impacts on environment).

Outputs

- # of participants entering training
- # of participants completing training

Short Term Outcomes

- # of participants connected to employment
- Average wage at employment
- Average wage gain post-training
- Average energy bill for participants in the Home Energy Uplift Program

Long Term Outputs/Outcomes

- # of people entering energy auditing program
- # of people obtaining energy auditing credentials
- # of people employed for longer than 18 months
- # of NCRP participants starting small businesses related to energy auditing, retrofitting, or water usage
- Reduction in Metro Nashville's community GHG emissions for the building sector
- Increase in low-flow fixture usage in Promise Zone residences
- Reduction in Metro Nashville's residential water usage
- # of underemployed in Promise Zone is reduced
- Reduce energy local usage to 4 GWh (Gigawatts Hour)
- Reduce energy and water cost-burden for Promise Zone residents

**h. Project Budget and Match:** See attached.

**i. Challenges:** We expect that there will be ample job opportunities through Home Energy Uplift, but will need strong community outreach efforts through Promise Zone partners to ensure strong training program participation

**j. Timeline:** Building upon the existing Career Readiness Program at NCAC will enable us to move quickly. Since TVA's funding for the Home Energy Uplift Program is already in operation, we want to move quickly to provide accredited workers to help on those home projects. In addition, we will work with the Promise Zone sub-captains and NCAC to design a training program that addresses the needs of the Promise Zone communities.

- o Mid-November: SSDN Sustainable Communities Fund Awards announced
- o Mid-January: RFP released for the Green Jobs Initiative
- o March: Awards announced
- o April: First day of classes

# Southeast Sustainable Communities Fund 2018 RFP

## Attachment 2: LOI Budget Template

**DUE: Thursday, June 14, 2018 at 5:00 pm EST**

Directions: This budget's purpose is to provide a big picture overview of the project's budget needs, and needs to clearly outline the major expenses and matching funds for each funding year. Typical major expense categories include personnel/labor, materials, communications, design, transportation, equipment, and other categories as appropriate. Add or remove expense categories as needed. LOI Budgets are to be uploaded electronically to [www.southeaststn.org/grants](http://www.southeaststn.org/grants) in Microsoft Excel format. There is a sample LOI budget provided in Tab 2 of this workbook. The deadline to submit a grant application is 5:00 pm EST on Thursday, June 14, 2018.

Lead Applicant Name and Organization: Metro Government of Nashville & Davidson County, Mayor's Office.										
Project Title: Green Jobs Initiative of the Nashville Career Readiness Program										
Expense Type	Overview	Year One Grant Request	Year One Match	Year One Match Type (In-kind or)	Year One Total	Year Two Grant Request	Year Two Match	Year Two Match Type (In-kind or)	Year Two Total	Grand Total
Contracted Services					\$				\$	\$
	Training Fees	\$ 27,500			\$ 27,500	\$ 27,500			\$ 27,500	\$ 55,000
	Supportive Services	\$ 37,500			\$ 37,500	\$ 37,500			\$ 37,500	\$ 75,000
	On-the-Job Training	\$ 85,000			\$ 85,000	\$ 85,000			\$ 85,000	\$ 170,000
					\$				\$	\$
Personnel	NCAC staff working on job matching		\$ 10,000	In-kind	\$ 10,000		\$ 10,000	in-kind	\$ 10,000	\$ 20,000
Personnel	Metro staff helping with program design and implementation		\$ 1,500	In-kind	\$ 1,500		\$ 1,500	in-kind	\$ 1,500	\$ 3,000
	<b>Grand Total</b>	<b>\$ 150,000</b>	<b>\$ 11,500</b>		<b>\$ 161,500</b>	<b>\$ 150,000</b>	<b>\$ 11,500</b>		<b>\$ 161,500</b>	<b>\$ 323,000</b>

**SIGNATURE PAGE  
FOR  
GRANT NO. Green Jobs Initiative of the NCRP**

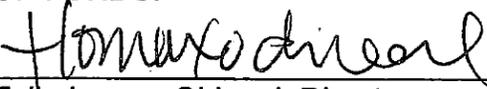
IN WITNESS WHEREOF, the parties have by their duly authorized representatives set their signatures.

**METROPOLITAN GOVERNMENT OF  
NASHVILLE AND DAVIDSON COUNTY**

  
\_\_\_\_\_  
Patrick Combs, Executive Director  
Department - NCAC

11/21/18  
\_\_\_\_\_  
Date

APPROVED AS TO AVAILABILITY  
OF FUNDS:

  
\_\_\_\_\_  
Talla Lomax-O'dneal, Director  
Department of Finance

12-5-18  
\_\_\_\_\_  
Date

APPROVED AS TO RISK AND INSURANCE:

  
\_\_\_\_\_  
Director of Risk Management Services

12/5/18  
\_\_\_\_\_  
Date

APPROVED AS TO FORM AND  
LEGALITY:

  
\_\_\_\_\_  
Metropolitan Attorney

12/6/18  
\_\_\_\_\_  
Date

\_\_\_\_\_  
David Briley  
Metropolitan Mayor

\_\_\_\_\_  
Date

ATTEST:

\_\_\_\_\_  
Metropolitan Clerk

\_\_\_\_\_  
Date