

The background features a grayscale map of Tennessee with a prominent red diagonal line crossing from the top right to the bottom left. The word 'NASHVILLE' is printed in large, bold, black letters across the center of the map. Other visible text on the map includes 'Franklin', 'Portland', 'Gallatin', and 'BNA'.

ADVANCING WORKFORCE EQUITY PROPOSAL

08/15/2022

PREPARED FOR:
NASHVILLE STATE COMMUNITY COLLEGE
URBAN LEAGUE OF MIDDLE TENNESSEE

EXECUTIVE SUMMARY

In Davidson County, 211,789 workers earn less than \$39,000 annually. That is 30% of Nashville's population, making it well below the per capita income of \$61,516. The economic growth and prosperity experienced by some are not being realized by the 211,789 individuals whose earnings have not allowed them to participate in such development. In the Nashville/Davidson County Region, racial inequities threaten the region's economic prosperity as the Nashville region's workforce steadily grows more diverse.

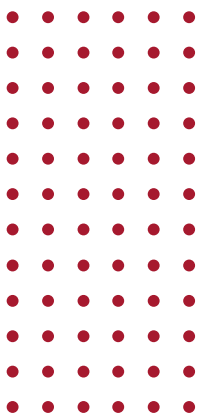
The Urban League of Middle Tennessee (ULMT) and Nashville State Community College (NSCC) are proposing a unique partnership to advance workforce equity and strengthen family foundations through education and training in Davidson County. This collaborative will provide employers and underemployed/unemployed residents with a centralized system to reenergize and retool the local workforce. Redesigning the traditional model, Nashville State will bring workforce training to the community. The Urban League focuses on getting individuals Ready to Reconnect before committing to quality employer-supported programs that lead to high-wage, high-demand jobs.

The collaboration between these two stakeholders is an investment in providing the holistic support communities of color and in poverty need to start and stay on a pathway towards economic mobility that leads to generational wealth and the deep prosperity Nashville needs to remain vibrant and thriving. Additionally, our collaborative mission focuses on building generational wealth and fundamental skills to promote economic self-reliance by:

- empowering and building individuals' access to post-secondary education and high-demand workforce industries
- organizing and representing employer's workforce needs
- upskilling and reskilling workforce development pipeline - Nashville's Human Capital
- leveraging services and resources to ensure individuals served are supported mentally, physically, and financially

The target population for this initiative is:

- Unemployed/underemployed individuals in the Nashville Promise Zones & Underserved Communities earn less than \$15 per hour.
- Individuals with barriers to high-quality, in-demand occupations, including individuals with disabilities, prior incarceration, language barriers, or a lack of reliable transportation or childcare.
- Black and brown communities, including communities of color.



EXECUTIVE SUMMARY

This Workforce Equity Collective aims to reduce poverty wage jobs while promoting continuous education and upskilling to achieve wage equity. ULMT and NSCC Workforce Equity Collective build on existing workforce programming and activities to ensure equitable access and support to workforce activities. Its targeted approach connects underemployed and unemployed adult residents of the greater Nashville area to quality job opportunities, advanced training programs, and higher educational institutions. When families are engaged, a common focus is empowering communities to grow and thrive. The goal is to provide participants with post-secondary and workforce pathways to improve the families' quality of life by gaining access to good-paying jobs in high-demand industries.

This proposal is a comprehensive blueprint for action to advance workforce equity. Moving forward at Nashville State and Empowering Communities and Changing Live makes Nashville State Community College and the Urban League of Middle Tennessee "better together."





PROGRAM OVERVIEW

The mission is to strengthen family foundations to build fundamental skills and wealth to promote independence. We aim to lead adults to their fullest potential while participating in workforce development programs.

CREATING A WORKFORCE ECOSYSTEM THAT:

- Empower and build individuals by centering worker and learner voice and agency
- Organizes and represents employer's workforce needs
- Upskill and reskill workforce development pipeline - Nashville's Human Capital
- Leverage services and resources to ensure individuals served are supported mentally, physically, and financially

PROGRAM GOALS

01

COLLABORATE across multiple organizations, postsecondary educational institutions, public agencies, and employers to align resources for a continuum of workforce services and create a workforce ecosystem that builds the economic security of every worker and strengthens businesses and communities.

02

RETOOLING JOB SEEKERS (disadvantaged individuals and over 200,000 individuals earning less than \$39,000) with educational, training, and supportive service resources to attain sustainable careers with a living wage and benefits.

03

REENERGIZING TODAY'S WORKFORCE through intentional inclusion of worker and learner voice that values the perspectives and agency of people.

04

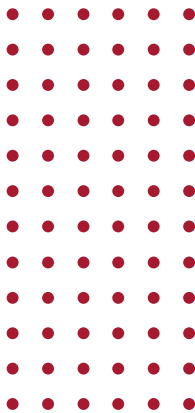
COLLABORATING WITH BUSINESSES for the recruitment and development of their labor force and educating employers on becoming champions of "Equity Partner in TN."

STATEMENT OF NEED

In Davidson County, there are 211,789 workers of 393,666 total employed workers in Davidson County earn less than \$39,000 a year. That is 30% of Nashville's population, making it well below the per capita income of \$61,516. According to Metro Social Services, 2021 Community Needs Evaluation (CNE) 2022 report, "housing costs up 20 percent, gasoline costs up 68 percent, childcare costs up 41 percent, and wages ONLY up 3 percent in the past 12 months." The vast economic growth that some are experiencing is not being realized by the 211,789 individuals whose earnings have not allowed them to participate in such growth. The "average Nashvillian is effectively 10 to 20 percent worse off in 2022 than in 2021." In the Nashville Region, racial inequities threaten the region's economic prosperity as the Nashville region's workforce steadily grows more diverse.

The Mayor's Agenda for Neighborhoods and Families posits six focus areas to address systemic socio-economic issues:

1. Investing in our children's futures through education
2. Keeping Nashville's streets and neighborhoods safe
3. Creating and preserving affordable housing
4. Addressing homelessness
5. Improving core services and transportation infrastructure
6. Becoming a greener, more sustainable city



STATEMENT OF NEED

Yes, addressing those issues will combat the misunderstood economic growth, but the systemic wage crisis is the core. The region's GDP could be \$10 billion larger if racial gaps in income were eliminated. With racial equity in employment and wages, average incomes for people of color would increase by 50 percent. The Metro Social Services, 2021 Community Needs Evaluation (CNE) identifies that (1) More and better education for local students will not eliminate or reduce poverty wage occupations in Nashville; (2) Workers from California, New York, and elsewhere do not migrate to Nashville for poverty wage jobs; (3) Nashville industries are highly dependent on poverty wage occupations - directly and indirectly; and (4) All Nashvillians pay the price for poverty-wage jobs, whose earners lack health care, savings, short work commutes, child care, and proper housing.

According to the Economic Policy Institute, the poverty wage jobs/low wages are widespread in the service sector (workers in retail, food service, big box stores, pharmacy, hardware, delivery, grocery, and hospitality) – a sector that makes up 22% of Nashville's workforce. Retail and customer service jobs are also increasingly vulnerable. During COVID-19, we also see that production occupations are vulnerable, but as the pandemic's negative production effects decrease, this vulnerability will reverse. The average wage of Nashville's service sector workforce is \$12.47. When wages are low, workers struggle with housing, healthcare, mental health, childcare, transportation, and overall life-sustaining activities, including engagement and interactions between families/communities.

Overall, the Urban League of Middle Tennessee and Nashville State Community College strives to promote education, awareness, diversity, inclusion, and empowerment to all who are adversely impacted by racial inequity. ULMT has initiated an ecosystem called the Workforce Equity Collective as a result of the Advancing Workforce Equity in Nashville Report. The collaboration between various stakeholders is designed to restore individuals and communities to wholeness, thus repairing the damage caused by societal racism and affirming the inherent value of all people. Our approach involves all those with a vested interest in ensuring that equitable freedom is afforded to all, including business owners, legislators, courts, or community stakeholders. The goal of the Workforce Equity Collective is to reduce poverty wage jobs while promoting continuous education and upskilling to achieve wage equity. Preparing students by retooling and upskilling adult workers can ensure that these critical target sectors are well supplied with a qualified workforce that they need to grow and sustain competitiveness.



SOURCES: METRO SOCIAL SERVICES, 2021 COMMUNITY NEEDS EVALUATION, ADVANCING WORKFORCE EQUITY IN NASHVILLE: A BLUEPRINT FOR ACTION, ECONOMIC POLICY INSTITUTE; THE SHIFT PROJECT


TARGET POPULATION

Davidson County Residents who meet the following criteria:

Unemployed/underemployed individuals in the Nashville Promise Zones & Underserved Communities who earn less than \$15 per hour.

Individuals with barriers to high-quality, in-demand occupations include individuals with disabilities, prior incarceration, language barriers, or a lack of reliable transportation or childcare.

Priority is given to black and brown communities including communities of color.



Small Business Employers and Corporate Employers looking to grow the workforce and fill in-demand occupations

SCOPE OF WORK

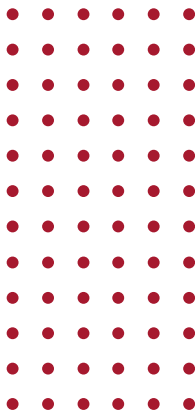
The Urban League of Middle Tennessee (ULMT) will be the lead applicant for the American Rescue Plan funding in partnership with Nashville State Community College (NSCC). This program builds on existing workforce programming and activities to ensure equitable access and support to workforce activities. Its targeted approach connects underemployed and unemployed adult residents of the greater Nashville area to quality job opportunities, advanced training programs, and higher educational institutions. An added component includes an individual-centered approach which will be used to build genuine relationships and respect with black and brown families and communities. When families are engaged, partnerships with a common focus are created, empowering communities to grow and thrive. The goal is to provide participants with exposure, resources, and workforce pathways to improve families' quality of life and revitalize black and brown communities.

ULMT & NSCC hopes to serve the Nashville Promise Zones communities throughout Nashville - Nashville-North, Nashville-Edgehill, Nashville-East, Nashville-Madison, Nashville-Hickory Hollow, and Nashville-South. The services outlined below identify the comprehensive support to reduce low postsecondary education levels and conditions of poverty that make upward mobility, affordable housing, and employment more difficult to obtain.

Together, partners have identified below targeted ways to serve our community:

ACCESS TO POST-SECONDARY CREDENTIALING & TRAINING - READY TO RECONNECT

Nashville State Community College (NSCC) and the Urban League of Middle Tennessee (ULMT) collaborate with other partners to provide holistic support for adults to get connected to workforce training and educational pathways to prepare for high-demand, high-wage jobs. The partnership would focus on students in Promise zones or other underserved areas/populations to close equity gaps in educational attainment and economic mobility. The benefit to employers is a more skilled, diverse workforce. Nashville State will be the lead postsecondary partner and develop programming around the high-demand, high-wage sectors in collaboration with area employers. In addition, Nashville State will be the liaison to connect employers with needs outside of what the college can provide to other postsecondary institutions and organizations.



SCOPE OF WORK

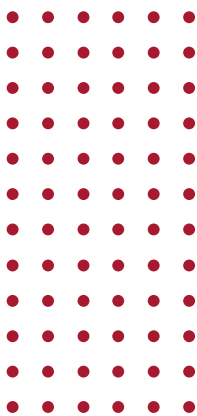
NSCC is redesigning the traditional higher education system that focuses on immediate entry into credit-bearing programs by creating a system that allows adults to identify supports they need; and identifying which career pathway is relevant before beginning a Technical Certificate or Associate Degree. This new system will create a support system on day one to get residents ready to reconnect successfully. The Ready to Reconnect program will help adults who may not be prepared for a credit program by providing them the opportunity to receive literacy support and career training without using and/or losing their Tennessee Reconnect scholarship eligibility.

NSCC will create a pre-college program that provides student support for career exploration, college preparation, mentoring, and soft skills development. During the program, students will also earn a recognized workforce ready credential. The program will be approximately 8 weeks but may be longer depending on the career track students choose. The first two weeks will be focused on career and literacy assessment, which will begin with a career aptitude and interest assessment along with personalized career exploration.

A career coach/success advisor will help each student interpret the results of their career assessment and choose a pathway that best suits their interest and aptitude. Employer liaisons and an apprenticeship coordinator will connect students to work based learning opportunities, discuss work expectations and opportunities, help with placement for employment, and assist with finding guest speakers for specific industries.

Throughout the program, students will be supported and encouraged by a success advisor, a social worker, and peer mentors. The student success advisor and social worker will work with students to identify barriers to completion and develop a plan to remove them with our partners. Examples include childcare, housing, transportation, benefit cliffs, and/or academic preparation.

The third and fourth weeks will focus on soft skills and literacy development. The soft skills curricula will focus on teamwork, professional communication, and conflict management. The literacy development will include instruction and support in math, English, and writing. The career exploration will continue and include field trips and special guest speakers representing pathways industries.



SCOPE OF WORK

During the program's final weeks, students will complete workforce training that leads to an industry-recognized credential. Examples of the career fields include Health Care (Patient Care Technician, EKG, and Electronic Health Records), Information Technology (User Support/Help desk and Networking), and Hospitality/Culinary (line cook, station chef, etc. and hospitality). These programs lead to industry-recognized credentials in in-demand careers. At the end of the program, students will have the opportunity to participate in interviews with area employers.

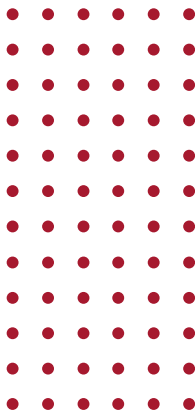
The workforce programs are not the end of the path but an on-ramp to a credit certificate or degree program and continuous career growth. The Success Advisor will work with students interested in continuing to a postsecondary institution. The advisor will assist students with their college and FAFSA applications. If the student chooses to attend Nashville State, the Success Advisor will help the student navigate the onboarding process.

The program intends to help students develop their English and Math literacy skills, so they are ready to enter a credit certificate or degree program without the need to take learning support courses. In addition, students may be able to receive credit for Nashville State First Year Experience, and their workforce credential will be assessed for potential credit applicable to a Nashville State degree or technical certificate.

NSCC will purchase a mobile classroom equipped with computers and technology to provide testing, advising, and instruction. The Mobile Classroom will provide the flexibility to travel to partner with churches, non-profits, and businesses to utilize their space/parking lots in underserved neighborhoods, thereby reducing the transportation barrier many students encounter.

ACCESS TO NON-TRADITIONAL UPSKILL & RESKILL WORKFORCE ACTIVITIES & TRAINING

Understanding that all participants may choose not to enroll in NSCC, this collaborative aligns service delivery with Nashville Promise Zones' Workforce Workgroups. ULMT will leverage its commitment as a Nashville Promise Zone Captain to partner with community-based organizations to continue short-term, employer-recognized skills training. The collaboration will work with NSCC to align resources for stackable credentials and allow opportunities for continued education.

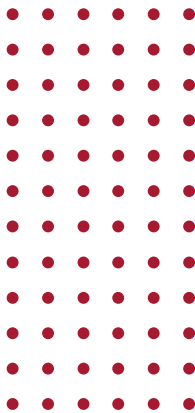


SCOPE OF WORK

The partnering organizations must ensure participants will have access to training and guidance imparting the knowledge, skills, and abilities to support a comprehensive workforce service delivery and contribute to shared performance goals, promoting effective participation in standard functions and responsibilities, including but not limited to the following areas:

- Impact of trauma and poverty on jobseekers and related interpersonal strategies (individual-centered approach) -- understanding and infusing the worker/learner voice into workforce development strategies. NOTE: This is a critical evaluation of performance and developing authentic relationships with the individuals we serve.
- Creating an Individual Workforce Plan
- Career counseling/mentoring, customer service, and follow-up services
- Viable career pathways/occupational skills training in high-quality, in-demand occupations
 - Healthcare
 - IT
 - Advanced Manufacturing
 - Construction
 - Business Services
 - Hospitality
- Availability of industry and employer-recognized training programs and opportunities
- Resources and services to assist individuals facing barriers to employment
- Culturally competent service delivery, including financial literacy entrepreneurship and career readiness training

The partnering organizations must develop and facilitate cross-partner/program training and other professional development opportunities that allow for continued education and professional development in close coordination with NSCC and transition to postsecondary training.



SCOPE OF WORK

ACCESS TO SUPPORTIVE SERVICES FOR PARTICIPANTS

While participants are actively engaged in programming, they will have access to an array of supportive service providers. Urban League of Middle TN will leverage relationships and funding availability with organizations to provide supportive services while participants are enrolled and participating in programming. Providing supportive services while participants are enrolled in programs allows for barrier reduction. Creating a list of organizations as a referral source to supportive and wrap-around services.

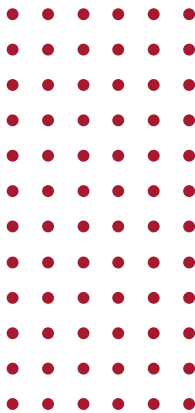
List of Supportive Services

- Transportation Assistance
- Childcare Assistance
- Housing Assistance
- Legal Assistance
- Justice Involved Assistance (Expungements, etc.)
- Utility Assistance
- Substance Abuse Treatment
- Financial Empowerment
- Job or Life Coach
- Emergency Financial Assistance - There will be times when participants will need access to emergency financial assistance to remove unexpected obstacles. ULMT will develop a participant assistance process that considers financial assistance.

In addition, a service agreement is a part of the sub-award agreement that allows for leveraging resources or financial support to organizations participating.

TECHNICAL ASSISTANCE & BEST PRACTICES FORUM WITH WORKFORCE PARTNERS

Urban League of Middle Tennessee plans to leverage partnerships with various community-based organizations through the sub-award agreement process, specifically those that support the Metropolitan Development and Housing Agency (MDHA) Nashville Promise Zones' workforce development activities. In addition, ULMT will contract with a third-party provider for technical assistance on an individual-centered approach, believing that the people who face problems daily are the ones who hold the key to their answers through collaboration.



SCOPE OF WORK

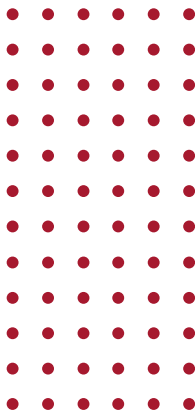
The objective of the technical assistance will allow organizations to ensure workforce development activities center the voices of low-wage workers and transform job quality and access. ULMT will hire a consultant to provide training to engage with participating workforce partners and guide the individual-centered approach.

EMPLOYER ENGAGEMENT & WORKER ADVOCACY

Urban League of Middle Tennessee and Nashville State Community can bring employers together to aggregate and represent their interests in workforce development planning and policy within an industry, sector, or region. Leading or participating in advisory groups, planning bodies, and other organized partnerships helps train employers to define and advocate for programs and services that meet collective goals. ULMT and NSCC will partner with the Nashville Chamber of Commerce to engage with employers in providing continuous education to employers in creating diverse and inclusive workers as a part of the Nashville Chamber Partnership 2030 strategy to ensure equity in the following ways:

- Talent pipeline facilitation and management – symposium to explore and educate
- Expand economic mobility of businesses through the creation of new jobs in the community
- Provide jobs in the community that individuals with low incomes can get and keep jobs

ULMT will hire an Employer Engagement Manager to work with Nashville State Community College and the Nashville Chamber of Commerce to advocate for workers' voices and facilitate the talent pipeline and management.



PERFORMANCE MEASURES/OUTCOMES

A results-based accountability framework will be adapted to collaborate with internal and external stakeholders and community partners to simplify data collection, standardize reporting, measure progress, and improve performance on a local, regional, and national scale to move beyond quantities of people/clients served and demonstrate that communities/clients are better off.

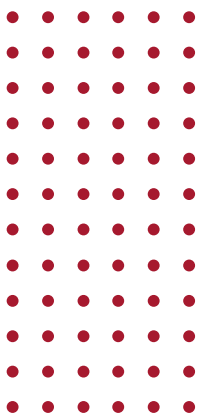
ULMT will onboard a contractor to assist with onboarding a scorecard that shares the overall advancing equity impact of programming and services across multiple stakeholders. While the outcomes identified below capture the results of the general workforce activities, a third-party contractor will allow us to redefine these metrics through an equity lens.



EQUITY METRICS

The metric above outlines the standard data collection process that will be used to capture activities while enrolled in programming. The metrics below will allow us to go beyond the standard outcome metrics above to examine questions of equity.

- **Individual Demographics** - Race, ethnicity, gender (non-binary), age, zip code, location where they are served, LGBTQ+ status, ability/disability status, language spoken at home, criminal history status, veteran status, refugee, or immigration status
- **Household/Family Demographics** - Household income, housing status, family structure, neighborhood stability, receipt of public assistance
- **Education & Training** - Education level, English learner support (K-12) status, readiness at milestone moments in education, functional literacy, number of apprenticeships, enrollment/completion rate for training, job placement rate, English proficiency
- **Health and Well-being** - Food security, mental health, or substance abuse status
- **Employment** - Job retention rate, the wage at placement, wage progression, job advancement, employment status, labor force participation rate, the industry of employment
- **Job Access** - Commuting distance and status, driver's license, transportation access
- **Childcare** - Childcare, affordable childcare, high-quality childcare
- **Employer Practices** - Hiring practices, inclusion across wage and skill levels, industry/employer diversity, employer hiring, and local sourcing
- **Job Quality** - Job quality, employer-provided supports/benefits differentials
- **Financial Security** - Increase in credit score, regional investment, mortgage denial, the cost burden of renting, business ownership





DELIVERABLES AND MILESTONES

COMMON OUTCOME PROGRAM	SPECIFIC OUTCOME	INDICATOR	DATA COLLECTION STRATEGY	NOTE
Increased Access to Services	Clients enroll in the program.	Number and percent of clients enrolling in the training program	Internal/external program records	
Increased Participation/ Attendance	Clients enroll in the program.	The number and percent of clients still enrolled after the first week of training.	Internal/external program records	
Build Skills/ Knowledge	Increased skills	Percent of clients passing job skill competency exams on the initial attempt after completing the course	Internal/external program records	Hard skills are testable skills (e.g.) math skills, factory assembly skills, etc. Soft skills are job readiness or transferable skills. Supplemental support is generally related to soft skills.
Build Skills/Knowledge	Increased skills	Number and percent of clients who enroll in training	Internal/external program records	
Build Skills/ Knowledge	Increased skills	Number of supplemental support hours utilized per client (on coaching, counseling)	Internal/external program records	Hard skills are testable skills (e.g.) math skills, factory assembly skills, etc. Soft skills are job readiness or transferable skills. Supplemental support is generally related to soft skills.
Build Skills/ Knowledge	Increased enrollment	Number and percentage of individuals enrolling in post-secondary education programming	Internal/external program records	Number of participants enrolled by (at least) Preparation, Economic Status, Age, Race/Ethnicity
Build Skills/ Knowledge	Increased progression	Number and percent of credit accumulation, Credit Completion Ratio, Gateway Course Completion, Program of Study Selection, Retention Rate, Persistence Rate	Internal/external program records	Number of participants enrolled by (at least) Preparation, Economic Status, Age, Race/Ethnicity
Program Completion	Increase program completion rate	Number and percent of clients who complete the education and training	Internal/external program records	Completion Performance by (at least) Preparation, Economic Status, Age, Race/Ethnicity
Increased Employment	Increased employment options	Number of employer partners; percent of employer partners offering jobs to clients	Survey of clients	Employer partners are typically local businesses or organizations with which the workforce development program has a relationship.
Increased Employment	Increased job placement	Number and percent of population type X placed in jobs	Survey of clients	Population types should include minority groups (black and brown communities), ex-offenders, low-income bracket, low-skilled, low-education level, and limited prior work experience.
Increased Employment	Increased sustainable employment/retention	Number and percent of clients in the same job after X months of being placed	Survey of clients after program completion	The X-month timeframe maybe 1, 3, 6, or 12, depending on the tracking system and the funder requirements.
Increased Employment	Increased sustainable employment/retention	Percentage of past clients still working after 12 months	Survey of clients employed after program completion	The graduates may be in different jobs during the period
Economically Empower Individuals	Increased earnings	Average hourly wage of clients who became employed after training	Survey of clients employed after program completion	
Economically Empower	Individuals Increased earnings	Number and percent of clients receiving health care benefits as part of their wage package	Survey of clients employed after program completion	

ADVANCING WORKFORCE EQUITY PERFORMANCE METRICS & OUTCOMES

COMMON OUTCOME PROGRAM	SPECIFIC OUTCOME	INDICATOR	DATA COLLECTION STRATEGY	NOTE
Economically Empower	Individuals Increased self-sufficiency	Number and percent of clients who attain economic stability within 12 months, two years of training	Survey of clients employed after program completion	Economic stability is the ability to support themselves and their family without government subsidy. This may also be defined as the ability to open and maintain a savings account rather than living from paycheck to paycheck.
Client Satisfaction	Client satisfaction	The number and percent of clients reported being satisfied with the services of employment training courses/organization.	Survey of clients employed after program completion	
Client Satisfaction	Client satisfaction	The number and percent of clients reported being satisfied with the job at X months.	Survey of clients employed after program completion	
Client Satisfaction	Client satisfaction	Number and percentage of clients attributing the training to their ability to find work	Survey of clients employed after program completion	



**DETAILED
PROPOSED
BUDGET**

APPLICATION SUMMARY BUDGET				
	ORGANIZATION	Urban League of Middle TN & Nashville State Community College		
	PROJECT	Advancing Workforce Equity		
	BUDGET PERIOD	2022 - 2024		
	TOTAL BUDGET	\$ 10,000,000		
		Total Program Year 1	Total Program Year 2	Narrative
A	ULMT Staff Costs	672,840	706,482	Includes the compensation, taxes, and benefits costs for the Urban League of Middle Tennessee Workforce Manager - \$76,680.00, Employer Engagement Manager - \$76,680.00, Workforce Coordinator (2) - \$ 145,800.00, Workforce Director - \$87,480.00, Salaries for Instructors (2) - \$ 153,360.00, Data Manager - \$76,680.00, Data Analyst - \$56,160.00 with an annual increase of 5% (\$33,642.00)
B	NSCC Staff Costs	840,000	873,600	Includes the compensation, taxes, and benefits costs for Nashville Community College Employer Liaisons (healthcare, hospitality, business) - \$360,000.00, Apprenticeship Coordinator - \$70,000.00, Project Coordinator - \$70,000.00, Student Advisor - \$70,000.00, Social Worker - \$70,000.00, Salaries for Instruction - \$200,000.00 with an annual increase of 4% (\$33,600)
C	ULMT Program Admin Costs	65,530	65,800	Program Admin Costs includes any cost that is associated with the program such as outreach material, system database updates and licenses, performance monitoring and reporting, dashboards, program supplies, etc. Outreach - \$50,000.00 yrs 1 & 2, Program Monitoring and Evaluation - \$10,000.00 yrs 1 & 2, Jobs Boards - \$4,000 yr 1 & \$4,300 yr 2, Workforce Webinars/Zoom - \$1,500.00 yr 1 & yr 2
D	NSCC Program Admin Costs	147,250	149,140	Program Admin Costs includes any cost that is associated with the program such as Administrative Support - \$47,250.00 (yr 1) \$49,140.00 (yr 2), Outreach - \$50,000.00 (yrs 1 & 2), Curriculum Development - \$50,000.00 yrs 1 & 2)
E	Equipment Costs	-	-	
F	ULMT Program Activities	363,375	356,378	Includes cost of ULMT direct payment of expenses of individual workforce development Self-Sufficiency Matrix - \$12,000.00 yr 1 & 2, YouScience/WINLearning \$9,600.00 yr 1 & 2, Soft Skills Training - \$22,350.00 yr 1 & 2, TechConnect - IT Training - \$26,970.00 yr 1 & 2, Healthcare Training - \$16,500.00 for yr 1 & 2, Construction Training - \$29,205.00 yr 1 & 2, Retail/Customer Service Training - \$38,525.00 , Reviewing Resume/CL, Workforce Webinars, Financial Literacy Training, Career Counseling - \$4,850.00, Transportation Assistance - \$10,000.00 yr 1 & 2, Learn-N-Earn - \$126,375.00 yr 1 & 2, Employer Engagement Activities - \$55,000.00 yr 1 & \$50,000.00 yr 2, Equipment and Supplies for programs - \$12,000 yr 1 & \$10,000 yr 2
G	NSCC Program activities	625,000	275,000	Includes cost of NSCC direct payment of expenses of individual workforce development Mentor Stipends - \$50,000.00 for yrs 1 & 2,

APPLICATION SUMMARY BUDGET				
	ORGANIZATION	Urban League of Middle TN & Nashville State Community College		
	PROJECT	Advancing Workforce Equity		
	BUDGET PERIOD	2022 - 2024		
	TOTAL BUDGET	\$ 10,000,000		
		Total Program Year 1	Total Program Year 2	Narrative
				Equipment and Supplies for programs - \$150,000.00 for yrs 1 & 2, Textbooks - \$10,000.00 for yrs 1 & 2, Mobile Classroom - \$400,000.00 for yr 1 and \$50,000 for yr 2, Field Trips - \$10,000.00 for yrs 1 & 2, NSCC Program Swag - \$5,00.00 for yrs 1 & 2
H	ULMT Sub-grants to partner orgs	1,701,400	1,491,538	Equity Scorecard System Onboarding and training for stakeholders - \$25,000.00 yr 1 & yr 2, Individual Centered Approach \$125,000.00 yr 1, Supportive Services Contracts - \$551,400.00, Workforce Activities Contracts \$1,000,000.00 (Partnering with area nonprofits to reimbursed costs of workforce development activities provided while participant is in program at a max of \$200,000 each organization)
I	NSCC Sub-grants to partner orgs	-	-	
J	Other	-	-	
K	ULMT Indirect Cost	883,079	783,588	Administrative costs - operations of the entire agency but cannot be identified to specific programs including Fiscal Officer's salary and benefits; Purchasing staff's salary and benefits; Secretarial support of administrative employees; Supplies of administrative employees; Travel of administrative employees; Occupancy costs (e.g., rent and utilities) of administrative employees; Postage and telephone costs of administrative employees; and Liability insurance. Standard administrative cost for ULMT is 20% of program operation costs.
	ULMT Total	3,686,224	3,403,786	7,090,010 - ULMT Total for two years
	NSCC Total	1,612,250	1,297,740	2,909,990 - NSCC Total for two years
	TOTAL	5,298,474	4,701,526	10,000,000 Total Program Funding

A stylized map of Tennessee is the background. The word 'NASHVILLE' is prominently displayed in a large, bold, black font, enclosed within a white rectangular box with a black border. Other cities like 'Portland', 'Gallatin', and 'Lebanon' are visible on the map. The map is overlaid with a large, abstract, geometric shape in shades of red and white.

NASHVILLE

8 / 15 / 2022

ADVANCING WORKFORCE EQUITY PROPOSAL

DR. SHANNA JACKSON, PRESIDENT
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