

CITY OF BURLINGTON
COMMUNITY DEVELOPMENT BLOCK GRANT - 2024 APPLICATION
Application must be no more than 12 total pages (including cover page) with 12-point font.
Refer to NOFA for required information for each question.

Project Name: ReSOURCE Construction Trades Training

Project Location / Address: 339 Pine Street, Burlington VT 05401

Applicant Organization / Agency: ReSOURCE: A Nonprofit Community Enterprise, Inc.

Mailing Address: 329 Harvest Lane, Suite 200, Williston, VT 05495

Physical Address: 339 Pine Street, Burlington, VT 05401

Contact: Jessica Gandini Title: Grants Manager Phone #: [REDACTED]

Web Address: www.resourcevt.org E-mail: [REDACTED]

EIN #: [REDACTED] DUNS #: [REDACTED]

CDBG Funding Request: <u>\$ 60,000.00</u>
Total Estimated Program/Project Cost: <u>\$ 1,239,875.00</u>
<i>Choose one category from Development OR one category from Public Service:</i>
Development: (choose one) <input checked="" type="checkbox"/> Economic Development <input type="checkbox"/> Affordable Housing <input type="checkbox"/> Public Facilities/ Improvements
<u>OR</u>
Public Service: (choose one) <input type="checkbox"/> Early Childhood Ed/Childcare <input type="checkbox"/> Youth Services <input type="checkbox"/> Health <input type="checkbox"/> Economic Opportunity <input type="checkbox"/> Housing and Homelessness

1. **Type of Organization**
- | | |
|---|---|
| <input type="checkbox"/> Local Government | <input checked="" type="checkbox"/> Non-Profit Organization |
| <input type="checkbox"/> For-Profit Organization | (please provide copy of your IRS 501(c) (3) tax exemption letter) |
| <input type="checkbox"/> Faith-Based Organization | <input type="checkbox"/> Institution of Higher Education |

Certification

To the best of my knowledge and belief, data in this proposal are true and correct.
I have been duly authorized to apply for this funding on behalf of this agency.
I understand that this grant funding is conditioned upon compliance with federal CDBG regulations.

I further certify that no contracts have been awarded, funds committed or construction begun on the proposed program, and that none will be prior to issuance of a Release of Funds by the Program Administrator.



Signature of Authorized Official

Thomas Longstreth

Name of Authorized Official

Executive Director

Title

01/12/24

Date

I. Demonstrated Need

1. What is the need/opportunity being addressed by this program/project and how does that contribute to CDBG's national objectives?

ReSOURCE contributes to national CDBG objectives by providing direct benefits to low and moderate-income persons through job training designed to benefit economic development and increase placement and employment outcomes in the trades through ongoing training and support. The looming climate crisis presents an even greater challenge, and we urgently need to fill the worker gap to achieve Vermont's Climate Action goals. For over 30 years ReSOURCE has been adapting to community needs and expanding programs to train more Vermonters to address the immediate need for climate control while creating a pool of skilled workers crucial for sustaining and advancing the state's infrastructure, resiliency, and economy. Through ReSOURCE's Construction Trades Training programs YouthBuild and Intensives, youth and adults are prepared and qualified for livable wage jobs with local development and building projects. According to the US Census 2022 American Community Survey, Burlington, Vermont had a 4.7% unemployment rate for the population 16 years and over¹. ReSOURCE specializes in hands-on skill building ideally suited for the trades and reaches a demographic left behind in an already competitive labor force focusing on the technical and soft skills needed to prepare people for pathways in Vermont's trades.

ReSOURCE hosts sessions of both YouthBuild and Intensives in Burlington, VT. Burlington, Vermont's largest city, is the regional hub of Chittenden County and has a crisis of affordable housing with a high rent burden above the national average. This old housing is poorly insulated and results in drafty, dangerous homes that families struggle to heat resulting in onerous energy cost burdens. According to Vermont's Climate Action Goals, the State must weatherize 90,000 additional homes and install 112,000 heat pumps to cut climate pollution in half by 2030². To meet this goal, the workforce will need to grow fivefold in five years. We are offering innovative programs that meet the urgent labor force demands of the construction industry in Vermont and present an opportunity for Vermonters to improve the performance of their communities in terms of health, comfort, and cost to ensure an affordable and stable standard of living.

Evidence of Need ¹	Burlington	US Avg.
Housing built before 1939	37.9%	12.0%
Housing built before 1979	35.8%	39.3%
% of Households receiving Food Stamps	10.0%	11.5%
Owners spending more than 35% of household income on housing (SMOCAPI)	19.4%	20.6%
Renters spending more than 35% of household income on housing	48.2%	40.8%
Renter-occupied housing tenure	60.1%	35.2%

II. Program/Project Design

1. Give us a short summary (2 sentences) that describe the program/project.

ReSOURCE Construction Trades Training addresses the urgent need for a skilled workforce to combat climate change by expanding training opportunities in green-building and certifications for low-income youth and adult Vermonters. Emphasizing transferable skills, trade skills, and career exploration, we aim to increase the number of trained individuals and increase the average starting wages for graduates.

2. Explain why the program activities are the right strategies to use to achieve the intended outcomes. Why is the program designed the way it is? (cite evidence, best practices, or community input)

ReSOURCE's programs lay the groundwork for future employment while providing valuable on-the-job experience alongside training. ReSOURCE YouthBuild serves students 16-24 years old, co-enrolled in high school earning their diploma while gaining new technical skills in construction and serving as part-time AmeriCorps members. ReSOURCE Intensives are open to the public and designed to equip individuals with the skills necessary for entry-level job readiness in carpentry, construction, and related trades. Both programs offer the opportunity for job shadows, on-the-job training and support, and placement in employment with local employer partners.

¹ Source: U.S. Census Bureau, American Community Survey 5-Year Estimates, 2022

² Source: Vermont Climate Council, Vermont Climate Action Plan, 2021

Through both programs, participants complete NCCER Construction Certification Modules, and OSHA-10 workplace safety through hands-on building projects at ReSOURCE Burlington. In addition, participants will complete ReSOURCE's Personal and Professional Development (PPD) course designed to improve job-seeking and retention skills.

In 2024, ReSOURCE will introduce a new green-building module focuses on renewable or sustainable building practices, as well as project management and business operations overviews; a need we've heard from partner agencies and seen in partner employers. Our training models combine employability skills, and exposure to local employers, helping individuals gain access to new and growing career opportunities in our community. ReSOURCE is well connected to un-and under-employed populations as well as those with barriers to employment who may not have otherwise considered a career in these fields. This connection enables ReSOURCE to train for and help determine viable career pathways as well as placements and additional hands-on training opportunities with area employer partners.

3. How will this program/project contribute to the City's anti-poverty strategy? If this activity is in respond to COVID-19, please also describe how this activity prepares or responds to the impacts of the COVID-19 pandemic.

This project reduces the number of people living in poverty and directly contributes to the City's anti-poverty strategy through "EO 1.4 Reduce Economic Barriers - Access Resources": Under this goal, the City will support programs for LMI households to access additional resources like tax refunds, savings accounts, and job training. ReSOURCE trainees are often economically disadvantaged and have other barriers to education and employment. ReSOURCE prepares all trainees for post-graduation success and focuses on key skill development areas through Personal and Professional Development courses, including Financial Literacy. The average starting wage over the last 2 years for these graduates is \$20/hr. By empowering our graduates, and teaching them new skills, such as financial management, ReSOURCE is providing access to the resources leading to gainful employment by providing Vermonters access to resources that prepare them for their future and reduce long-term economic barriers.

4. How do you use community and/or participant input in planning the program design and activities?

As part of program design ReSOURCE and its partner network work together to determine the job-specific skills to be taught through the YouthBuild and Intensive training models. There is a great need for more training for the trades including Construction, Weatherization, HVAC, and Green Building. We are in conversations with local partners such as VEIC, CVOEO, and Generator to ensure that trainees who participate in ReSOURCE training will have information for career exploration and opportunities to complete short-term work placements on job sites as they prepare to enter the trade industries after completing training with ReSOURCE.

III. Proposed Outcomes

1. What are the intended outcomes for this project/program? How are people meant to be better off as a result of participating?

ReSOURCE measures program effectiveness through outcome-based evaluation. ReSOURCE tracks trainee enrollment, certifications earned, graduation and employment rates, gets feedback on performance from employer partners, and tracks other trainee outcomes showing that graduates are better off. The primary outcome of our programs is increased skills and knowledge leading to an increased ability to find full-time livable wage jobs. We know individuals who participate in these programs are better off because of the new skills, both personal and professional, that make them more competitive in the workforce.

ReSOURCE is developing pathways into climate careers with the new Green Building module. With strong employability and life skills, these individuals will have access to livable wage jobs in the construction industry and related trades, thereby improving the quality of both their and their family's lives.

2. List your goals/objectives, activities to implement and expected outcomes (# of units, # of individuals, etc.)

Construction Trades Training Activities & Outcomes	Goals 2024-2025		Burlington Residents	
Enrollment	46		12	
Graduates	37	80%	10	80%
NCCER Construction Certification (of graduates)	37	100%	10	100%
Placement in employment with starting wages above minimum wage	31	85%	8	85%
Public Works Projects Completed	22		8	

IV. Impact / Evaluation

1. How do you assess whether/how program participants are better off? Describe how you assess project/program outcomes; your description should include: what type of data, the method/tool for collecting the data, from whom you collect data, and when it is collected.

Several measures are used to assess program outcomes and whether participants are better off. These include:

- The number of trainees who receive the construction and safety training certifications
- The number of trainees with job readiness skill gains throughout the duration of training
- The number of trainees who are placed in jobs earning wages above AMI upon completion of the training program
- The hourly wage of participants post-completion and following entry into the job market as compared to wages at the program start

All graduates leave ReSOURCE with confidence in their abilities to find work in their trained profession having gained real-work experience in the field, with employers that are interested in filling positions at their companies with our graduates. ReSOURCE also uses employment information (wage rate, employment status), and attainment of high school degree and industry-recognized skill certifications to obtain objective measures of forward progress and success. We collect feedback from both our trainees and our employer partners to learn how well we are doing, and how our graduates are doing. Data is collected at the start and end of the program, and 3-, 6-, and 12 months following completion of the program.

2. How successful has the project/program been during the most recent reporting year for your CDBG project? Report the number of beneficiaries you intended to serve with which activities (as noted in your last Attachment A) and your final outcomes (as noted on your Attachment C) from June 2023 (or June 2022).

The program year that ended in June 2023 was supporting only the ReSOURCE YouthBuild program in Burlington.

Quarter 1 (July 1 - Sept 30)	- Enroll new YouthBuild students (fall cohort) - Provide energy-rated construction and complete Public Service work projects	- 5 students remained active, 1 new enrollment - 4 Burlington public service projects completed
Quarter 2 Oct 1 - Dec 31)	- Provide OSHA-10 and NCCER certification - Provide energy-rated construction and complete Public Service work projects - Hold graduation ceremony for the spring cohort	- 3 students completed, 3 remain active - 3 graduates achieved NCCER, OSHA-10 certificates - 3 graduates employed with average wages of \$15.67 - 1 Burlington public service project completed
Quarter 3 (Jan 1 - Mar 31)	- Enroll new YouthBuild students (spring cohort) - Provide energy-rated construction and complete Public Service work projects	- 2 students remain active, 1 withdrew - 1 new enrollment - 2 Burlington public service projects completed
Quarter 4 (Apr 1 - June 30)	- Provide OSHA-10 and NCCER certification - Provide energy-rated construction and complete Public Service work projects - Hold graduation ceremony for the fall cohort	- 2 students remain active, 3 students completed and graduated at a ceremony in June - 3 graduates employed with average wage of \$16.00 - active students in progress to earn certifications - 3 public service projects completed
	6 students served	7 students served; 10 public service projects completed

V. Experience / Organizational Capacity

1. What is your agency's mission, and how do the proposed activities fit with your mission?

ReSOURCE empowers individuals and strengthens Vermont communities through Workforce Development, Poverty Relief, and Environmental Stewardship. The proposed activities of ReSOURCE's Construction Trades Training are essential in mission fulfillment in that they address all three components of the organization's mission. Without building out our workforce and creating multiple tracks to success, we can't possibly meet urgent climate action goals. If we engage at-risk youth to build that workforce, ReSOURCE can have a dual and lasting impact on both the environment and growing access to livable wage careers that increase the standard of living for Vermont families.

2. Explain how your agency has the capacity to carry out the proposed activity (i.e. staff qualifications, years of experience related to this type of activity, etc.)

ReSOURCE has operated its YouthBuild program without interruption since 2004, and Intensives since 2018. Staffing is well-established and instruction and program implementation are ongoing. Staff have a great depth of training, construction, education, and management experience. Andrew Jope has served as the YouthBuild Program Director at ReSOURCE YouthBuild since 2005 and in recent years has taken on the Training Director title to oversee and unify all ReSOURCE training programs creating more synergies throughout the many workforce development and work experience training offered. Most recently, following the successful expansion of ReSOURCE YouthBuild to operate out of both Burlington and Barre, Andrew has developed relationships with local high schools to pilot a ReSOURCE YouthBuild model where students are co-enrolled in both YouthBuild and their partnering high school. Andrew launched the Construction and Weatherization 101 courses, successfully taking these across the state. He has worked in experiential and technical education since 1999 with the Vermont Youth Conservation Corps and Northlands Job Corps Center. He holds a Bachelor of Arts Degree from Bucknell University, a Vermont Teacher's License from Trinity College, and a Master of Public Administration from the University of Vermont.

3. What steps has your organization/board taken in the past year to address racial equity, inclusion, and belonging internally? What new commitments have been made to address racial equity, inclusion, and belonging internally in the year ahead?

ReSOURCE is partnering with Nuwave, a local consulting company, to foster authentic diversity, equity, and inclusion within ReSOURCE and its programs, positioning the organization internally and externally for greater engagement and impact within the communities we serve. Our goal in investing in this work is to become a culturally competent organization where all staff, volunteers, and trainees are made to feel welcome and have the opportunity to succeed and advance. Our work together is wide-ranging, evaluating many aspects of ReSOURCE that will include hearing from staff at all levels.

We are still in the early stages of this 3-year partnership and what we're calling the "discovery phase." Together, with support from Nuwave, ReSOURCE has set desired deliverables and worked to incorporate measurable objectives into our current strategic plan.

Desired Deliverables

- An internal report assessing the current state of our organization's diversity, equity, and inclusion practices and culture.
- Goals and Objectives to be included in ReSOURCE's 5-year Strategic Plan that illustrates clear, actionable, and measurable steps that ReSOURCE will prioritize over the next 5 years to achieve stated goals to become a culturally competent organization where everyone has the opportunity to succeed and advance. Specific areas to be addressed in the Strategic Plan include:
 - Organization's equity statement.
 - Update policies to align with best practices and identity reporting and monitoring processes.
 - Framework for continued culture changes for the long-term sustainability of diversity, equity, and inclusion strategies, making sure that practice matches policy.
- Assessment of recruitment/hiring procedures, policies, and promotions. Recommend tools that support diversity, equity, and inclusion strategy. Update policies to align with the recommendations and identity reporting and monitoring process.

- Development of internal capacity to provide an ongoing training program and resources database to educate and equip our team to train others as needed, including new hires, board members, and program membership.
- Mentoring/coaching as needed for select groups leading DEI efforts.
- Development of internal capacity to organize and advise staff/Board advisory councils to drive this work forward. Review of the current proposed structure and recommendations.
- A plan to audit organizational diversity, equity, and inclusion processes, policies, and overall efforts.

4. Have you received Federal or State grant funds in the past three years? Yes No
5. Were the activities funded by these sources successfully completed? Yes No N/A
If No, please explain:

VI. Proposed Low & Moderate Income Beneficiaries

1. Will the program solely serve a specific group of people? If so, check **ONE** below:
- Abused Children Elderly (62 years +) People with AIDS
 Battered Spouses Homeless Persons Illiterate Adults
 People with Severe Disabilities

If this activity/project is designed to serve the population experiencing homelessness through housing or supportive services, is your organization or entity partnered with the Chittenden County Continuum of Care and participating in the Coordinated Entry system for the project:

Yes No Not applicable to activity/project

2. a. For your proposed project, please estimate how the **Burlington residents** will break out into the following income categories during the total grant period. Use the Income Table at:

<https://www.burlingtonvt.gov/CEDO/2022-HUD-Income-Limits>

Service / Activity	Unduplicated Total # of Burlington Persons to be Served	# Extremely Low-Income (30% median)	# Very Low-Income (50% median)	# Low-Income (80% median)	# Above Income Limits (above 80% median)
Burlington residents enrolled in YouthBuild or Intensives	12	2	6	4	0

- b. All CDBG grantees serving limited clientele will be required to use CEDO's **CDBG Beneficiary Self-Certification** form to collect beneficiary data including race, ethnicity, annual income, and family size. Is your organization willing and prepared to add this documentation to the intake process for your CDBG-funded program by July 1, 2024?

Yes No Not Serving Limited Clientele

VII. Commitment to Equity, Inclusion and Belonging

1. Who is the project/program designed to benefit? Describe the project/program's target population, citing (if relevant) specific age, gender, income, community/location or other characteristic of the people this program is intended to serve. How do you select and reach your target population?

All of ReSOURCE's training programs address barriers faced by high-need individuals when seeking rewarding employment. ReSOURCE is committed to providing equal opportunity for all qualified persons. While open to the public, most or all of the program participants are categorized as low or very low income; many are unemployed or under-employed and ready to make a change and find successful employment. Most of our recruitment is through either local area High Schools, community organizations, or the

partnerships we have with VDOL, VSAC, and HireAbility but we've also seen interest for our workshop intensives from other social service agencies that have been referring their clients to ReSOURCE for training for years.

2. Describe the steps you take to make the project/program accessible, inclusive, and culturally appropriate for the target population.

ReSOURCE strives to make all programs, operations, and employment opportunities accessible to all, promoting an atmosphere defined by trust, open communications, and mutual respect to ensure that all staff and trainees can become successful and contributing members of ReSOURCE. ReSOURCE works to establish Cultural Competencies where all ReSOURCE staff and trainees develop the skills, awareness, and practical experience to work with diverse people respectfully and effectively both now and in the future. We work closely with a diverse group of partners to ensure any individuals interested or involved in our programming are representative of our larger community.

VIII. Budget / Financial Feasibility

1. Budget Narrative: Provide a clear description of what you will do with CDBG's investment in the project/program. How will you spend the money? Give specific details.

CDBG funding will be used for staff time instructing YouthBuild and Intensive trainees in affordable housing construction and service projects in Burlington. Staff time includes training module preparation, job site supervision and instruction, certification instruction and training, as well as crew leadership and student instruction, and safety training that will occur both on and off the job site. Funds will also be used for teaching materials, hand tools, marketing, and outreach.

2. If you plan to pay for staff with CDBG funding, describe what they do in relation to the specific service(s) / activity(ies) in your Project/Program Design.

a.

Specific Service / Activity	Position/Title	Work Related to CDBG-Funded Activity	# of Hours per Week spent on this Specific Service / Activity	% of Hours per Week spent on this Specific Service / Activity to be paid with CDBG
Project Management	ReSOURCE Training Program Director	Facilitate recruitment, assist in daily activities, and manage technical training of programs	40	10%
Project Delivery	ReSOURCE Intensive Instructor	Facilitate recruitment, train, and manage participants in intensives	40	40%
Personal & Professional Development (PPD) Training	ReSOURCE YouthBuild Program Manager	Teach PPD to the YouthBuild and Construction intensive participants	40	25%

b. All CDBG grantees that use CDBG funds for salaries must submit timesheets that capture total time and effort of staff members funded with CDBG. These timesheets must record CDBG hours worked, other hours worked, all funding sources, and a narrative for all CDBG and non-CDBG funded activities, and they must be signed by the employee and supervisor. Does your organization have the ability to implement a timekeeping system for CDBG funded staff that meets these requirements by July 1, 2024?

Yes No Not Funding Salaries

3. Program/Project Budget

Line Item	CDBG Funds	Other	Total
Payroll	\$ 42,224	\$ 690,503	\$ 732,727
Fringe Benefits	\$ 9,712	\$ 136,278	\$ 145,990
Trainee Stipends	\$ -	\$ 168,838	\$ 168,838
Transportation Costs	\$ -	\$ 17,100	\$ 17,100
Occupancy	\$ -	\$ 31,869	\$ 31,869
Supplies/ Materials	\$ -	\$ 44,600	\$ 44,600
Other Costs	\$ -	\$ 36,756	\$ 36,756
Indirect & Administration	\$ 8,064	\$ 53,930	\$ 61,994
TOTAL	\$ 60,000	\$ 1,179,875	\$ 1,239,875

4. Funding Sources

	Project – Construction Trades		Agency – ReSOURCE	
	Current - 2023	Projected - 2024	Current – 2023	Projected - 2024
CDBG	\$ 15,000	\$ 60,000	\$ 15,000	\$ 60,000
State (specify)				
VT Department of Labor			40,000	105,085
VT Legislature Funding	291,975	402,823	507,783	637,246
Other VT State	91,080		212,521	
Federal (specify)				
AmeriCorps YouthBuild	153,136	222,365	153,136	222,365
AmeriCorps Every Body Works			326,650	282,291
DOL YouthBuild	67,289		67,289	
Other Federal	75,000		75,000	664,094
United Way				
Private (specify) - Foundation	72,000	275,000	350,000	574,150
Individual/Corporate			265,000	271,000
Donated Goods/ Services	11,148	11,148	25,020	25,020
Program Income			151,064	130,247
Other (specify) – Social Enterprise Earned Income	446,637	268,538	5,444,753	6,212,878
Total	\$ 1,223,266	\$ 1,239,875	\$ 7,633,216	\$ 9,184,377

5. Of the total project cost, what percentage will be financed with CDBG?

$$\frac{\$ 60,000}{\text{CDBG Funding}} \div \frac{\$ 1,239,875}{\text{Total Program/Project Costs}} = \frac{5\%}{\text{Percentage}}$$

6. Of the total project cost, what would be the total cost per person?

$$\frac{\$ 1,239,875}{\text{Total Program/Project Cost}} \div \frac{46}{\text{\# Total Proposed Beneficiaries}} = \frac{\$ 26,954}{\text{Cost Per Person}}$$

$$\frac{\$ 60,000}{\text{CDBG Funding}} \div \frac{12}{\text{\# Total Proposed CDBG Beneficiaries}} = \frac{\$ 5,000}{\text{Cost Per Person CDBG Investment}}$$

7. Why should CDBG resources, as opposed to other sources of funding, be used for this project?

ReSOURCE's goals are well aligned with the U.S. Housing & Urban Development Agency (HUD) that distributes CDBG funding; the federal YouthBuild program used to be based out of HUD before shifting to the Department of Labor. CDBG funds directed at easing poverty, removing blight, and improving housing are a good match for the YouthBuild program, and job training in the trades is a good fit for local workforce and economic development needs.

HUD also defines a Community-Based Development Organization (CBDO) as an organization that is recognized and approved by HUD to engage in community development activities. These organizations play a crucial role in implementing programs and initiatives aimed at improving housing, economic opportunities, and overall community well-being. We believe ReSOURCE is serving those same areas through our Construction Trades Training. A primary goal is to empower individuals to enhance their quality of life, especially for low and moderate-income residents, and we do this through our economic development training initiatives, community service projects, and housing revitalization efforts.

8. Describe your use of community resources, including volunteers. Include any resources not listed in your budget. Will CDBG be used to leverage other resources?

ReSOURCE has a variety of community partners and has leveraged the following resources that are not listed in our budget: Association of General Contractors of Vermont: training, OSHA safety class, job placements; Vermont Talent Pipeline Management: support for job placement, construction apprenticeship partners; VSAC: trainee tuition/participation fees; VT Energy Efficiency Investment Corporation: housing construction partner, workshops, and BPI certification; The Department of Labor and HireAbility (formerly Vocational Rehabilitation): provides funding and case management support; Burlington High School: ensures that qualifying YouthBuild students can dedicate their semester to the program and make the proficiency gains needed to obtain their high school diploma, and ReSOURCE is affiliated with YouthBuild USA: funding through an AmeriCorps grant, education awards, individual development accounts for graduates, and staff development and training, and a network of sister training programs that support the adoption of best practices.

IX. Collaboration/Efficiency

1. Give 1 or 2 examples of key successful collaboration(s) between your program/project and another agency/program/group to address the needs of the people you serve.

Since its inception, ReSOURCE has been working with CEDO to develop a successful construction and safety training program in Burlington. With this training well-established, CEDO has recommended ReSOURCE combine its Construction Trades applications for both Construction Intensives and YouthBuild to support the training and employment placement efforts of both Burlington-based programs. In addition to developing strong construction training that benefits low-income residents and local employers, both programs also complete service projects for area nonprofits and public facilities as part of the training. Additionally, all YouthBuild students are co-enrolled as AmeriCorps members and thus earn an educational award that can be used for further training and college. CEDO continues to offer recruitment support for marginalized populations and ReSOURCE continues to grow relationships with area employers offering job shadow opportunities and preferred hiring of ReSOURCE program graduations.

2. Do identical or similar community programs exist? How does this program complement or collaborate rather than duplicate services? What makes this program unique?

ReSOURCE operates the only YouthBuild programs in the state. In Vermont there is a recognized need for rehab construction on homes, primarily those of low-income Vermonters, to save money for our residents and to improve the durability and efficiency of Vermont homes. While there are similar construction partners throughout the state, ReSOURCE is unique because we have chosen to focus on what we do well, providing workforce development training designed for low-income and at-risk populations with significant barriers to employment. The Intensive programs are not duplicative, but rather complementary, reaching a broader audience and increasing accessibility to training by offering a shorter timeline for certification and skill development without the additional academic instruction offered through YouthBuild. This Intensive style training program has proven successful, and we've scaled the model to include additional training specialties across Vermont.

3. Provide 1 example of how your agency has become more efficient in achieving your outcomes or managing your project/program.

ReSOURCE has designated administrative staff to manage our grant. Our Grants Manager is responsible for tracking staff time and effort, collecting project paperwork, and maintaining our records and database outcomes throughout the duration of each grant year. This process has created more efficient file

management and allows for open dialog between program instructors and administrative staff ensuring attainable outcomes and complete documentation.

X. Sustainability

1. How will this project have a long-term benefit to the City of Burlington? If this program/project ends, how will that benefit continue?

This project will have positive long-term benefits to the City of Burlington by reducing the negative impact of the high school dropout rate; resulting in low-income youth becoming successful workers at local businesses; and increasing the level of community service through the direct involvement of the YouthBuild crews, creating a culture of responsibility, service, and caring. There is an additional long-term benefit of new skilled workers ready for jobs with local employers. There are no plans for this training to end, but if they did, the benefits would be long-lasting both in terms of increased community engagements and environmental benefits that will last for the lifetime of the housing our students have improved.

2. CDBG funding is intended for new or expanded services. If CDBG funding ends, will the project be able to continue?

ReSOURCE is requesting these funds to expand access to local, effective trade training with an emphasis on addressing the climate crisis. ReSOURCE provides many services and programs to lend a hand in closing the opportunity gap for Vermont youth and families, and their communities; it is important to note that in addition, ReSOURCE provides innovative strategies in education and career training, which is dedicated to ending the cycle of poverty that we often see in multiple generations of a family. Many of our trainees are the first to finish high school, pursue higher education, or develop a trade skill. These are all tools that help them break the cycle of poverty for their families and build a stronger chance for the next generation to have access to these same resources. ReSOURCE has grown support from increased state, private, and foundation support. If funding from CDBG were to end, we would certainly do everything possible to continue and seek alternative funding plans.

3. How will you prioritize the proposed project activities if you do not receive the full amount requested?

Ultimately, this request already represents a reduction in funding since the CEDO and ReSOURCE applications have been consolidated into one. As such, we're prepared to seek additional resources, but reducing funding further would require ReSOURCE to potentially reschedule or relocate training. CDBG funding allows ReSOURCE to reduce barriers to our programming to Vermonters without barriers. Any reduced funding would not jeopardize the quality of training provided but may require us to limit the number of trainees we can serve in each session or the timing of when we could host each intensive.