

City of Burlington / 2013 CDBG Application Form

Project Name: ReSOURCE YouthBuild Energy Efficiency Project

Project Location / Address: Burlington

Applicant Organization / Agency: ReSOURCE: A Nonprofit Community Enterprise

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EIN #: 03-0326293

DUNS #: 784197477

CDBG Funding Request: \$35,000

1. Type of Organization

Local Government

For-Profit Organization

Faith-Based Organization

Non-Profit Organization (please provide copy of your
IRS 501(c)(3) tax exemption letter)

Institution of Higher Education

2. **Conflict of Interest:** Please complete and sign attached form.

3. **List of Board of Directors:** Please attach.

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

Name of Authorized Official

Title

Date

I. Demonstrated Need

1. Project Narrative: Provide a description of the project/program to be funded with CDBG. (Refer to NOFA for required information in this section.)

ReSOURCE seeks funding to support its YouthBuild Energy Efficiency Construction Project, which will build affordable housing, train at-risk youth in fields which provide a livable wage and have an increasing demand for skilled workers, and expand access to energy efficiency programs which provide substantial relief for low income families living in Burlington. This program helps participants and beneficiaries move out of poverty. Over the course of this project in 2013, 20 disadvantaged youth who have dropped out of high school will earn a living stipend, learn energy efficiency job skills, complete a high school education and develop vocational and leadership skills that can lead to permanent employment.

The critical nature of the need to provide affordable housing and alternative education programs to at risk youth was confirmed through an examination of statistics from the U.S. Census Bureau and Burlington's *10-Year Plan to End Homelessness*. Both provide concrete evidence of economic, social, and educational problems in Burlington. Youth homelessness, incarceration, drug abuse and poverty are all rising and are more prevalent in Burlington than the rest of the state. In addition, housing prices have leveled off in many parts of Vermont, but remain on the rise and out of reach for many Burlington families.

Burlington's 2002 Mayor's Affordable Housing Task Force Action Plan developed a set of recommendations to the Mayor and City Council to further housing goals: Produce new affordable housing; preserve existing affordable housing; protect vulnerable populations; and promote affordable homeownership. This project provides a service to low-income homeowners that will increase efficiency and reduce the associated costs of heating, and protect vulnerable populations (participants and homeowners).

Burlington is Vermont's, and Chittenden County's, largest city with 1,188 families receiving benefits through Reach-Up; 4,790 households participating in the 3SquaresVT; and 5758 persons older than 12 living in poverty; 4,753 have not completed their high school education. One out of seven Vermont males 18-24 years old is under the supervision or custody of the VT Department of Corrections (DOC) and 95% of those in supervision or custody lack a high school diploma. According to the VT DOC, the incarceration rate of 18-24 year olds in Vermont is increasing faster than in any other state.

YouthBuild provides low-income individuals with poor work histories in "middle-skill" jobs, which require more than a high-school diploma but less than a four-year degree. These jobs make up the largest part of Vermont's labor market. Middle-skill jobs are a key to economic growth and provide good wages and promising career paths for trained workers. All too often however, key industries in Vermont are unable to find enough sufficiently trained workers to fill these jobs, not because of a lack of willing workers, but because of skills,

credentials, and access to training. In 2009, about 47 percent of Vermont's jobs were in middle-skill occupations, but only 43 percent of the state's workers likely have the appropriate training for these jobs, according to the U.S. Department of Labor and U.S. Bureau of the Census.

Priorities listed in the City's 2008 Consolidated Plan are addressed by this project, related to decent housing and economic opportunity. These are priority DH-3, preserve and upgrade existing housing, and priority EO-3, reduce barriers to economic opportunity. ReSOURCE's YouthBuild Energy Efficiency Project helps reduce the cost of rehabilitation, rehabilitates sub-standard housing, and supports the housing repair and rehabilitation work of nonprofit housing organizations such as the Champlain Housing Trust.

The YouthBuild Energy Efficiency Construction Project is the only local program that provides construction and energy efficiency skills, leadership training, and academic services to high school dropouts, while improving the quality and efficiency of housing (particularly low-income housing) in Burlington.

Innovation

a. What new programs and/or services will be provided as a result of CDBG assistance?

N/A

b. How will existing programs and/or services be expanded as a result of CDBG assistance? Use actual numbers to demonstrate expansion.

N/A

c. Are there other programs in the community that address similar issues? ___ Yes No

II. Proposed Outcomes

1. How will this project/program impact individuals and contribute to the City's anti-poverty strategy?

This project reduces the number of people living in poverty in three ways: (1) by increasing the stock of affordable and safe housing in Burlington; (2) by reducing the fuel costs for many low-income families in Burlington; and (3) by allowing at-risk youth to learn new skills, complete their high school education, and become gainfully employed and contributing members of the community.

The YouthBuild program targets 16 to 24-year-olds who have dropped out of high school, are economically disadvantaged, and have other barriers to employment such as a history with incarceration. Each year approximately 25 YouthBuild graduates become employed and increase incomes to well above the poverty levels. This project also provides services to low-income Burlington residents so that they can make their property safer, more comfortable, more efficient, and last longer. In addition, annual cost savings per unit of housing are estimated at \$750. By weatherizing 15 homes, ReSOURCE will produce \$11,250 in annual cost savings for the families served or \$225,000 over the next 20-years.

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

Specific Service / Activity:	Unduplicated Total # of Households / Persons to be Served in this Service / Activity:	Unduplicated Total # of Burlington Households / Persons to be Served:	Outcome(s) to be Achieved:
Weatherization service for low income families	Weatherization: 15 households (avg. number of persons in each house hold: 4=60 persons)	6 households to benefit from weatherization (avg. number of in each household: 4=24 persons)	Weatherization Upgrades to 15 low-income households.
Affordable Housing Construction	1 household	1 household/4 persons	Build 1 unit of affordable housing.
Job-training	20 YB Burlington trainees enrolled	12 of 20 YB trainees are from Burlington	Install 12 new Solar Hot Water Systems in low-moderate income households. Training 20 YB Burlington students in energy efficiency and building skills. 70% graduate. 95% of graduates placed in jobs. 95% of graduates obtain high school degree and industry recognized skill certifications.

III. Experience / Organizational Capacity

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

ReSOURCE’s mission is to meet community and individual needs through (1) education and job skills training, (2) environmental stewardship, and (3) economic opportunities. The YouthBuild program is essential in mission fulfillment in that it addresses all three components of the organization’s mission.

2. How long has your agency been in operation?

In 1991, ReSOURCE opened its doors to create a space where materials could be reused and human dignity could be renewed. Since then, the organization has grown from a small reuse shop that sold furniture and appliances to a multi-faceted organization with five locations that create a marketplace for reuse while providing new opportunities to the under-skilled and long-term unemployed. In addition to providing goods and services at an affordable price to a wide demographic, ReSOURCE also uses its shops to provide job and life skills training to displaced persons and at-risk youth.

3. What programs and services do you offer?

Since its founding, ReSOURCE has salvaged and reused over \$14 million worth of household goods, furniture, building materials, appliances, and computers from the landfill. Also since 1991 in conjunction with its reuse efforts, ReSOURCE has enrolled more than 1,000 individuals in a variety of comprehensive job training programs and given these individuals a chance to learn valuable jobs skills and become gainfully employed. Since 1996, ReSOURCE has given away over \$1 million worth of essential goods and building materials to low income individuals and victims of disaster. This support was given through 9,492 individual vouchers given to recent immigrants, victims of domestic abuse, recently homeless individuals, and victims of fire, flood and other disaster.

Since 2006, ReSOURCE has built 15 units of affordable housing through the YouthBuild training program. Since 2009, YouthBuild has weatherized 66 units of housing that will conserve energy and lower the

home's carbon footprint for decades to come. In addition to YouthBuild, ReSOURCE has three other training programs: Apprentice-style, Career Start, and Work Experience, serving unemployed, disabled, and otherwise disenfranchised individuals. ReSOURCE's staff has grown to 61 as of 2013, employing many people who have gone through the Apprentice-style or Work Experience training programs.

4. 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 Narrative.

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
Weatherization	Weatherization Trainer	Train and lead Youth Build crews on Weatherization projects	40	31
Construction	Construction Instructor	Train and lead Youth Build crews on Affordable Housing	40	0
Project Management	Program Director	Direct program, support youth, supervise staff	4	0

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

ReSOURCE has been running the YouthBuild program for six years and has one of the leading success rates in the country among YouthBuild USA affiliates. YouthBuild Director, Andrew Jope, has been at ReSOURCE for 5 years and has worked in experiential education with the Vermont Youth Conservation Corps and has 5 years of experience at the Northlands Job Corps Center as both a teacher and administrator. He holds BA's in Political Science and Secondary Education and holds a Masters of Public Administration (University of Vermont).

ReSOURCE has been awarded the Governor's Award for Excellence in Training, a HUD John J. Gunther Blue Ribbon award for excellence in economic development, and a Harry Chapin Self-Reliance Award. ReSOURCE has also earned multiple YouthBuild awards including recognition of Outstanding Achievement in GED/High School Diploma Attainment for its students, and a Service Impact Award for Economic Opportunity from the Corporation for National and Community Service.

6. Have you received Federal or State grant funds in the past three years? Yes No

7. Were the activities funded by these sources successfully completed? Yes No
If No, please explain:

IV. Proposed Low & Moderate Income Beneficiaries / Commitment to Diversity

1. Will the program target any specific group of people? (check one below):

- | | | |
|--|---|--|
| <input type="checkbox"/> Abused Children | <input type="checkbox"/> Elderly (62 years +) | <input type="checkbox"/> People with AIDS |
| <input type="checkbox"/> Battered Spouses | <input type="checkbox"/> Homeless Persons | <input type="checkbox"/> Illiterate Adults |
| <input type="checkbox"/> People with Severe Disabilities | | |

2. For your proposed project, please estimate how the Burlington residents will break out into the following income categories. Use the Income Table at <http://www.burlingtonvt.gov/cedo/cdbq/2012-HUD-Income-Limits>.

Service / Activity	Unduplicated Total # of Burlington HH / Persons to be Served	# Extremely Low-Income	# Low-Income	# Moderate-Income	# Above Moderate-Income
YouthBuild job training	11	4	6	1	
Weatherization	15 HH		15		
Affordable Housing	1 HH		1		

3. Explain how the target population is selected, qualified and monitored.

YouthBuild selects participants based on applicants’ interest, ability to succeed, and need for support. Requirements include attendance at an information session, submission of an application, and attendance at an individual interview. Using the application essay and the interview, staff rate candidates on need for the program and readiness for the program. In addition, applicants must complete an academic pre-TABE test. Only applicants who score at NRS level 3 or above in Reading and Math are eligible.

YouthBuild trainees must be between 16-24, have dropped out of high school, and be below 185 percent of poverty level income.

4. How do you ensure that your programs are accessible to all, inclusive, and culturally appropriate?

ReSOURCE strives to make all of its programs, operations, and employment opportunities accessible to all and promotes an atmosphere defined by trust, open communications, and mutual respect to ensure that all staff and trainees are able to become successful and contributing members of ReSOURCE. The organization works closely with VT Department of Children and Families (DCF), VT Dept. of Labor (DOL), Howard Human Services, VT Refugee Resettlement, the Division for the Blind and Visually Impaired, and many others to make sure a diverse group of people know about our programs and are supported during their enrollment. All announcements for staff vacancies include Equal Opportunity language. It is the policy of the ReSOURCE Board to recruit members who represent the organization’s diverse stakeholders. Board members are selected because of particular skills, knowledge and experiences that would benefit the organization and ability to represent the community.

5. What steps has your organization/board taken in the past year to become more culturally competent?

ReSOURCE provided the following to all training staff and board members in 2012:

- Training for instructing and working with blind and visually impaired students/youth
- Anti-harassment training
- ADA(AA) training: working/supervising people with disabilities
- Bridges out of Poverty training for supervisors and trainers

V. Budget / Financial Feasibility

1. Project Budget

Line Item	CDBG Funds	Other	Total
	\$	\$	\$
Project Management/Evaluation/Startup	6,000	7,000	13,000
Crew Supervision	10,500	55,500	66,000
YouthBuild Student Stipends		75,000	75,000
Vehicle costs	5,000	0	5,000
Equipment Depreciation		8,000	8,000
Supplies/ Materials	10,000	13,000	23,000
Indirect & Administration	3,500	23,100	26,600
TOTAL	35,000	181,600	216,600

2. Funding Sources

	Project		Agency	
	Current	Projected	Current	Projected
CDBG	\$35,000	\$35,000	\$35,000	\$35,000
State (specify)				
OEO			30,000	30,000
DOL			14,800	0
Federal (specify)			48,744	11,565
DOL Grant	125,940	75,000	600,000	473,000
Americorps			150,000	150,000
United Way			33,282	42,500
Private (specify)	10,000	57,000	1,075,599	1,336,510
Program Income	45,000	49,600	2,298,769	2,763,318
Total	\$ 215,940	\$ 216,600	\$ 4,286,194	\$4,841,893

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

$$\frac{\$ \underline{35,000}}{\text{CDBG Funding}} \div \frac{\$ \underline{216,600}}{\text{Total Project Cost}} = \underline{16} \% \text{ Percentage}$$

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

$$\frac{\$ \underline{35,000}}{\text{CDBG Funding}} \div \frac{\underline{40}}{\# \text{ Proposed Beneficiaries}} = \$ \underline{875} \text{ Cost Per Person}$$

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

Federal department of Labor YouthBuild grants have been frozen in 2012 and are yet to be made available for 2013. ReSOURCE has received these large grants in the past which support the program significantly for three years. As 2013 begins, it is unclear if and when this funding will be available this year, therefore Block Grant funds directed at easing poverty are a good, and much needed match for the YouthBuild program.

6. Describe your use of community resources. Include any resources not listed in your budget.

Key partners include Burlington’s Community Economic Development Office, Sunward Systems, ReKnew Solar, Champlain Office of Economic Opportunity, Burlington Housing Authority, Champlain Housing Trust, Green Mountain Habitat for Humanity, Burlington Electric, Vermont Gas, Vermont Energy Investment Corp, VT Adult Learning (VAL), and the VT Departments of Labor (DOL), Corrections (DOC), and Education (DOE). DOE provides funding through Vermont Act 176, the alternative education act. Recruitment and outreach support is provided by 16 agencies. These include local high schools, organizations that serve low income individuals and families, church and faith based organizations, and a sister training organization for young women. Counseling and leadership support is provided by 18 agencies including employers, social service agencies, and a mentoring coordination agency. Education and job training commitments are provided by 22 agencies. In addition, Act 176, the High School Completion Act, of which ReSOURCE is an Approved Provider, allows the organization to provide out of school youth, ages 16-21, with educational services of the scope and rigor needed for the attainment of a high school diploma.

7. Has your organization experienced any significant changes in funding levels during the past year? ___Yes No

8. What cost-cutting measures has your organization implemented?

ReSOURCE’s entire administrative infrastructure—furniture, computers, equipment—is used and donated keeping overhead costs low. In the past year five staff positions were consolidated in three, eliminating \$100,000 from the expense budget.

VI. Community Support / Participation

1. What other organizations or key individuals (if any) have given support to this project?

ReSOURCE has a variety of community partners and has leveraged resources from the following; Association of General Contractors of Vermont: trainings, OSHA safety class, job placements; Lake Champlain Regional Chamber of Commerce: support for job placement; Adult Education Council; Linking Learning to Life: college connections program, Accuplacer assessment, student counseling, college classes; PINS: graduation support; VT Adult Learning: Provide RTYB teacher, and program support; VT Department of Corrections: Educational support and resources, recruitment; VT Department of Labor; VT Energy Efficiency Investment Corporation: Housing construction partner, workshops, BPI certification; VT Student Assistance Corporation: College counseling, 4 workshops on higher education funding/financing; YouthBuild USA: Americorps grant, education awards, individual development accounts for graduates, and staff development through Integrated Counseling Initiative training.

2. How are the community or program participants involved in decision-making and/or identifying the program need, design and/or evaluation?

ReSOURCE is governed by a eleven-member Board of Directors. The Board helps guide the strategic direction of the organization and evaluates its success in achieving its mission. Each year, the Board works with staff to complete an analysis of strengths, weaknesses, opportunities, and threats. This SWOT analysis allows the Board to set priorities for funding and ensure that the organization achieves its mission.

ReSOURCE’s charitable giving program, ReLIEF, is a vital community resource that has helped unite local and regional nonprofits and service providers, and improves service coordination. Last year, ReSOURCE provided 1,419 individuals in crisis with \$121,529 worth of goods and services so that their basic needs were met. Not only does this effort provide direct relief to individuals, it also brings over a dozen agencies together four times per year to discuss issues of poverty and relief. ReSOURCE has been and will continue to identify and solve problems through

collaborative work with a wide range of training and poverty relief agencies including VT Youth Conservation Corps, VT Works for Women, DOL, DCF; COTS, Howard Human Services, Spectrum and others.

VII. Readiness to Implement

1. **Is the project ready to begin on July 1, 2013 and be completed by June 30, 2014?** Yes
2. **List any conditions (that may affect your ability to begin or complete this project).** None.

VIII. Impact / Evaluation

1. **Describe how this project will effectively measure outcomes.**

ReSOURCE will evaluate success quarterly by examining interim goals leading to the completion of staff and students training and subsequent energy improvements completed on 15 units of housing. YouthBuild will also evaluate youth development outcomes. Shortfalls in either student or program performance will trigger more comprehensive reviews and an assessment of how best to apply additional resources to correct the problem. In addition, ReSOURCE's Executive Director meets regularly with members of the YouthBuild Policy Committee made up of three students, one elected from each active crew plus a third at large member. The Policy Committee will give program feedback, help set standards, and provide program guidance to staff. Supporting measures of success include statistics to evaluate environmental conservation efforts and poverty relief work.

2. **What strategies will you implement to collect the data necessary to analyze your results?**

Baseline measurements of student performance will be taken during orientation and at least quarterly. A quarterly assessment of program performance using a detailed list of interim and final objectives will be completed by the Executive Director and reported to the Board. ReSOURCE will track the number of homes weatherized and the number of these that were completed for low and moderate income families. ReSOURCE tracks the number of YouthBuild students who enroll, work on weatherization projects, graduate from the program, obtain their high school degree and construction certifications, and are placed in gainful employment.

3. **How are clients better off as a result of your program?**

YouthBuild graduates 70 percent of program enrollees, and 95 percent of enrollees receive a high school diploma or GED and are placed in jobs. All graduates earn training certifications, such as OSHA-10, and 86 percent of graduates from 2011-2012 have been placed in employment at average starting wage over \$10/hr.

IX. Sustainability

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

This project will increase the value of the Burlington grand list and provide a service which improves the housing stock while decreasing the cost of homeownership; reduce the negative impact of the high school dropout rate; result in low-income youth becoming successful workers at local businesses; an increase the level of community service during the program through the direct involvement of the YouthBuild crews, and long-term, by creating a culture of responsibility, service and caring. There is no plan for the project to end, but if it did, the benefits are long-lasting.

2. **Provide evidence of long-term support for this project.**

YouthBuild is beginning its sixth year of operation in Burlington and has received enough support to grow long-term. YouthBuild has benefited from Department of Labor grants and Americorps funding for trainee stipends. In years where Department of labor grants are not available, ReSOURCE has been able to sustain the program with program generated revenue, grants, and donations.

3. **If CDBG funding ends, will the project be able to continue?** Yes