

Final 8/21/09
Greater New Bedford Workforce investment Board, Inc.
Fiscal Year 2010 Annual Plan

Adult, Dislocated Worker, Wagner-Peyser

- 1. Describe how your area's FY 2010 service plan aligns with the Governor's vision for a continuum of education and training opportunities that support a skilled workforce. What local priorities for FY2010 specifically align with the Governor's vision?**

During its strategic planning sessions in 2008, the Greater New Bedford Workforce Investment Board, Inc. (GNBWIB) developed 3 Goals and 12 objectives that not only align with the Governor's priorities, but set the stage for actionable and measurable tasks for the remainder of the year and into FY 10. Additionally, as the GNBWIB evaluated its operations earlier this year, and in developing its American Recovery and Reinvestment Act (ARRA) plan, the WIB continues to assure its alignment with these priorities. Some examples of these activities are as follows:

Governor's Priority #1: Building the Capacity of the Workforce System

Developing ties with Economic Development (Labor Needs Template): GNBWIB developed a tool that accelerates and better solidifies the communications between economic development and the WIB. The form is filled out by businesses needing certain skills, particularly to complete infrastructure projects.

Rapid Assessment (Triage process): The Career Centers have made substantial gains in implementation of triage processes that more quickly assess the work readiness of customers. During FY '10, GNBWIB plans to further develop the assessment process to be more robust and beneficial to the customer as they are trying to evaluate career paths and job opportunities.

Skill Enhancements: The WIB is making provisions within its budget to support skills enhancement training, specifically for those who can return to work quickly if for some needed training that will help them retool and be marketable within 1 to 3 months.

Grant writing/Partnership development:

(Re-Entry Program) : The GNBWIB applied for and was awarded a ReEntry grant that increased capacity to serve this population in partnership with the Bristol WIB region. **This funding has not only enhanced pre and post-release services, but has also increased capacity and further developed regional partnerships, such as with the Bristol WIB & Career Centers.**

(Brownfields Training Program) – increased capacity in training in Brownfields remediation w/Work Certified.

(Energy Efficiency & Construction Certification Enhancement Funding) – The WIB was awarded funds through NSTAR, the Community Foundation of Southeastern Mass., and the Southeastern Environmental Education Alliance (SEEAL) to offer weatherization training that has now set the stage for plans moving forward. Green Collar Jobs is an area of training the federal government and commonwealth expect WIBs to provide access. Over this next year, the specific sector within Green Collar Jobs the GNBWIB will focus is energy efficiency, e.g.

Final 8/21/09

weatherization, energy auditor. The concept here is to pair energy efficiency training and certification with general construction certifications to enhance the employability of participants with construction backgrounds. For example, an individual with construction experience would be hard pressed to get hired onto a construction site without an OSHA 10 safety certificate. Additionally, there exists a significant overlap in skills between the two industry sectors, thus, making the two industries a logical combination for certification enhancement. This training also aligns with other stimulus funding streams: the Weatherization Assistance Program and shovel ready construction/infrastructure projects.

(Healthcare Sector): GNBWIB partnered with Bristol Community College (BCC) on a Workforce Competitiveness Trust Fund Health Care grant that provides students with an array of health care certifications that help provide focus and specialization to undergraduates. GNBWIB will continue to explore ways to partner with BCC and UMass Dartmouth, SouthCoast Hospitals and extended care facilities to build bridges for customers into these and like career paths. Additionally, the GNBWIB Chair works for SouthCoast Hospitals Group, and efforts are underway to recruit a member from extended care.

Governor's Priority #2: Closing the Skills Gap

Adult Basic Education/English for Speakers of Other Languages (ABE/ESOL) & Work Certified Request for Proposal (RFP): The purpose of GNBWIB's Stimulus-Funded Adult Educational Attainment/Work Readiness Grants is to provide adult education opportunities for approximately 80 adult learners. The short-term goal is to raise the educational level of selected students and, working in tandem with their work readiness instruction, allow them greater opportunities for employment. The long-term goal is to build capacity for regional ABE/ESOL service providers.

During FY '10, GNBWIB plans to continue with those functions filled by its **LiteracyWorks Entrepreneur**. However, activities will be scaled back to make the process manageable. A stronger emphasis will be placed on development activities related to ABE/ESOL/GED and developing the partnerships needed to support the hardest to serve within the community.

Governor's Priority #3: Enhancing the Youth Pipeline

Youth Summer Jobs Program – Although ARRA funding primarily supported the increase in the number of youth this year, significant outreach and marketing to businesses resulted in more than 50 businesses and community based organizations interested in partnering with the GNBWIB to place youth into jobs/work experiences. The WIB will look to leverage these and new partnerships going forward to further enhance our Summer Jobs initiatives.

- 2. As ARRA guidance strongly encourages local areas to expend most of their allocated ARRA funds quickly, and given the reduction in the FY 2010 regular local allocation amounts, how will the WIB plan to monitor and adjust its service activities in a manner so as to assure continuity of delivery and avoid any service disruptions?**

ARRA funding provided sufficient summer staff to support the Youth component of ARRA and 2010 Formula funds will support sufficient regular youth staff to ensure regular Workforce Investment Act (WIA) youth programs will be managed sufficiently to ensure positive outcomes. Checks and balances through quality control audits of files, frequent vendor monitoring, and continuous review of performance outcome data will ensure the youth programs are meeting program goals. For Adult and Dislocated Workers, we have allotted most of the ARRA funds to support customer training with some for new staff. However, the reduction in formula funds has resulted in only two new positions (of which

Final 8/21/09

one came only after confirming additional dollars through the One-Stop funding stream), with most ARRA positions being filled by existing qualified staff to avoid layoffs. Staff is, and will continue to be, pushed to the limit to accommodate the current and anticipated heavy workload. However, several internal Career Center processes have been modified to address our ability to provide the maximum service possible with existing resources. We will continue to use our Lean training provided through a Workforce Training Fund grant to develop and implement new process improvements.

3. **What strategies have been either implemented or are under consideration for FY2010 that are intended to move the local workforce development system to addressing training needs and job development initiatives specific to green industries and occupations?**

GNBWIB is a **member of the Southeastern Massachusetts Council on Sustainability**. The council was established by the University of Massachusetts at Dartmouth (UMD) and the Southeastern Regional Planning and Economic Development District (SRPEDD) to provide education, advice and assistance on the broad issue of sustainability in Southeastern Massachusetts. The Council act as a leadership forum and network to connect, facilitate, support and coordinate sustainability efforts and initiatives throughout Southeastern Massachusetts and acts as a regional coordination point for targeted efforts that achieve sustainability in food and agriculture, transportation, energy, natural resources and economic development. Furthermore The Council works to unite these elements into a regional plan for sustainability.

GNBWIB recently **teamed up with New Bedford Public Housing Authority** to train and supply workers for weatherization projects. As efforts continue to renovate properties throughout New Bedford, workers will be needed to coordinate temporary tenant moves as well as renovate/weatherize.

The WIB is **partnering with UMass Dartmouth's Office of Sustainability** in their application to the Garfield Foundation's New Bedford Fund for \$25k. The project will build on the work done in previous and currently developing reports to suggest ways that stimulus monies and other funding possibilities can be used for the long-term benefit of New Bedford and its citizens. Other partners include representatives from the City, the New Bedford Economic Development Council and the Marion Institute. The study will engage in a broad analysis of the regions' strengths, weaknesses, opportunities and threats using a SWOT analysis based on current and changing conditions. The analysis will focus on regional industrial clusters/sectors and labor markets (i.e. employment and skill levels, projected growth skill levels, wages, etc.). We will also develop additional labor market data directly from local employers using qualitative methods (i.e. interviews).

Target Industries for this project include Food, Transportation, Energy, Marine and Marine Renewables, Brownfield Redevelopment, Retrofitting and Energy Efficiency. The focus will be on import substitution strategies for food and manufacturing; development of city farms and small scale food production; small green businesses and entrepreneurial possibilities, e.g., bike shops.

Under the **Clean Energy Workforce Training Capacity Building Grant issued by the Massachusetts Clean Energy Council**, and in collaboration with Commonwealth Corporation, the WIB is teaming up with the public community colleges of southeastern Massachusetts and green businesses and regional high schools to assist building-design and construction professionals as well as other interested community members to gain the skills and knowledge they need to apply smart design principles and green energy technology in their projects. With the rapidly growing demand for "green" commercial and residential buildings, both incumbent and dislocated professionals are seeking to retool their fundamental design and construction skills with knowledge of green design principles, materials and technology. Grants will be made up to \$200k.

Final 8/21/09

The WIB has **released an RFP under ARRA for its Sectoral Training: Maximizing Employability Now Weatherization & Construction Crossover Program** in the amount of \$200k for enhancement training for individuals with a carpentry background. Participants will receive construction certificates required for hire on today's worksites, such as OSHA 10, 30 and/or 40, Asbestos Contractor/Supervisor, Lead Contractor/Supervisor, Environmental Assessment & Sampling, and Applied Construction Technology. Recertification/refresher courses will also be made available to update previous classes taken (if still within the grace period to renew certification). Participants will also receive entry level training in performing energy audits.

The concept here is to pair weatherization training with general construction certifications, based on the significant overlap in skills for the two industry sectors, to boost individuals with a carpentry background to the next level of employability and union membership/apprenticeship. This training also aligns with other stimulus funding streams: the Weatherization Assistance Program and shovel ready construction/infrastructure projects.

On January 29th, GNBWIB and 23 partners submitted its application to the **Massachusetts Executive Office of Energy & Environmental Affairs' Green Jobs: Pathways Out of Poverty Grant** Program for \$315,000. Our grant application was not funded. According to a follow-up call with the state, once the applications were broken up geographically, we were pretty much up against Massasoit Community College's application. They out did us on two fronts: cost per person (ours was the second highest at \$9,761.99 - including match) and committed employment slots for participants from employer partners. We were assured of our strong application and encouraged to apply again at the next available opportunity.

Dubbed SWEATER, the Southcoast Weatherization Education and Technical Energy Recovery Program will take participants through a three-phase program: Orientation, Foundational and Industry Specific. The Orientation Phase will address preparatory and soft skills, the Foundational Phase will address basic skills, and the Industry Specific Phase will go into applying weatherization and solar job skills. The SWEATER Program is targeting unemployed and under employed within and outside the sector participants from New Bedford and Fall River; bringing together two of the 11 Gateway Cities.

SWEATER program goals include elevating the educational attainment level of unemployed or underemployed individuals in the cities of Fall River and New Bedford, through training, hands-on experience and employment opportunities in the clean energy industry. In addition, the program will create a pool of work-ready candidates from which the employer partners can select, which in turn, positively impacts regional economic development. As the clean energy and energy efficiency sectors boom, programs such as this initiative address, and seek to meet, the burgeoning demand of local employers.

GNBWIB partnered with the City of New Bedford (as the lead), New Directions and BCC to received \$200,000 in funding from the Environmental Protection Agency to run a **Brownfield training program where approximately 60 individuals** will be trained to become employed within the environmental industry. Through a two-prong educational and training model, participants will have the opportunity to enroll in BCC and select either an *Environmental Competency Track [Non-Credit]* or a *Higher Education Track [Credit]*, both of which prepare students for appropriate certifications and industry licensure. This creative program helps meet major challenges the community has faced in helping the environmental industry hire and retain a highly qualified and competent workforce. GNBWIB will provide Work Certified training to participants in the program. Work Certified is a nationally recognized work readiness program that teaches 50 competencies spanning from customer service and business math to reading and comprehension. This two-year grant will run through 2011.

Youth

4. Please describe the region's overarching initiatives/priorities for providing services to youth for FY 2010. Include in the response the type and availability of youth activities (WIA and non-WIA) in the local area.

Under WIA section 117(h) (29 U.S.C. 2832), Youth Councils are integral to implementing successful local programs reflecting youth development principles. Youth Councils (1) develop strategies and goals for the portions of the local plan relating to eligible youth; (2) recommend eligible providers of youth activities; (3) conduct oversight of eligible youth providers; and (4) coordinate youth activities; subject to the approval of the Local Board. The Greater New Bedford area's priorities center on job readiness and creating a pipeline for youth that will provide them with the tools they need to be productive citizens. Initiatives focus on providing job opportunities, raising educational attainment levels, and developing training that will lead to career opportunities that pay a living wage. The GNBWIB continues to explore partnerships with providers that support these goals. Working closely with area providers, the GNBWIB develops criteria for services. In addition, the GNBWIB provides oversight and support to New Directions, the lead operator of the Career Center and frameworks provider. The overarching goal is to develop a systemic approach to positive youth development.

Vendors and partners strive to remain current on the issues and obstacles confronting local youth. Regular partner and vendor meetings serve the dual purpose of enhancing communication and providing current data/information relative to youth, which includes effective strategies. Compelling issues, such as socio-economic status and language barriers, have been identified and addressed in programming and in outreach. In addition, the GNBWIB regularly assesses the regional economic climate and engages employer input as integral parts of a comprehensive approach to youth program development that is both real and relevant. Social networking is a tool that has been noticeably effective as well.

Through local formula WIA funding, a number of in-school and out-of-school programs are operational, serving over 300 area youth. In all cases, utilization of the Massachusetts Work-Based Learning Plan (WBWP) as the goal-setting and assessment tool is required. Formula programs include entrepreneurship, career exploration, GED and pre-GED, as well as specialized programming for priority and special youth populations, including students attending alternative school or requiring additional academic support. All programs are now required to define and demonstrate 21st century skills as well as explore "green" jobs and sustainability. In addition, all programs include a community service component. During FY '10, the Youth Council intends to explore the addition of internship and employment opportunities to in-school and out-of-school programs.

There are several other non-WIA summer and year-round youth programs funded by the Commonwealth of Massachusetts and foundation sources. These include YouthWORKS, Dept. of Youth Services Bridging the Opportunity Gap Grant, Weed and Seed, Voter Registration, H.O.P.E. Collaborative (Shannon Grant), and the Peabody Foundation. These programs provide consistent job readiness training and subsidized employment as well as life skills and counseling to over 200 area youth.

5. Workforce investment areas failing one or more youth performance measures as of the 3rd quarter of FY 2009 must describe in detail the specific action steps that will be taken to ensure performance improvement for each measure in FY 2010. Please include a timeline for major activity (local area may include all relevant action steps taken in FY 2009 to address the performance, including sub-recipient corrective action).

GNBWIB reached all of its 3rd quarter FY '09 youth performance measures.

Final 8/21/09

6. Indicate the workforce investment board approved additional eligibility barriers for youth “who require additional assistance to complete an education program or to secure and hold employment” (WIA 101(13)). Please indicate the documentation requirements for this barrier.

Locally, the 5% window for youth is employed. Not more than 5% of youth participants in the GNBWIB catchment area may be individuals who do not meet the minimum income criteria to be considered eligible youth, if such individuals are within one or more of the following categories: School dropout, basic skills deficient, behind grade level, pregnant or parenting youth, individuals with disabilities, homeless or runaway youth, offender, serious barriers to employment, such as someone who requires additional assistance to complete an education program or to secure and hold employment. Eligibility criteria for the 5% window include a self-certification form, attendance records, a dropout letter, telephone verification, or other verifiable sources as appropriate. Also, school records, standardized test scores, doctor’s note/diagnosis, hospital birth records or a physician’s or psychologist’s note and/or statement (for parenting teens), Veteran’s Administration letter, statement from a shelter or social service agency, vocational rehabilitation letter, court documents, police records, letter from probation officer, letter of parole, referrals from other agencies.

7. Local areas must indicate all successful providers of youth services as part of the Annual Plan. Please update the Youth Provider Survey to reflect providers that may not have been listed at the time of the ARRA Business Plan submission (661.350(7)). If all successful providers were included in the ARRA submission, please indicate such as your response.

Updated ARRA Attachment I: Provider List is attached.

8. Please describe the local area’s support service and needs-related payment policies and procedure for youth program participants. The response should indicate who is responsible for making decisions about supportive service, what type of activities are provided, how are individual needs determined, and cost parameters for support services and needs related payments. Attach the support services needs related payments policy.

Case managers work closely with vendors to identify when support services are needed. The New Directions Youth Case Managers recommend the support service to the WIA Program Manager who approves the support in accordance with the attached policy. Exceptional needs can be approved by the President/CEO of New Directions, per the policy.

All youth who need assistance with transportation, childcare, or referrals are able to access support through New Directions. Funding for support services is included in the annual budget. Because partners convene regularly, there is ample knowledge of referral services, and this information is shared with all Case Managers at New Directions.

See Support Services Policy attached.

Final 8/21/09

9. Please describe how the local workforce investment board satisfies the requirement for competitive procurement in WIA section 123. The response should outline the process used to award grants and contracts for youth activities (661.350(10)). The response should also indicate how the local workforce investment board ensures the youth procurement adherence to Mass Workforce Policy 01-52. A copy of the local procurement procedure may be attached to satisfy this portion of the response. In addition, please indicate if the area will utilize youth ITAs and the follow-up waiver.

WIA, in section 123 (29 U.S.C. 2843), requires the identification of eligible youth service providers by awarding grants and contracts on a competitive basis for youth activities and services. The competitive selection process under WIA provides Local Boards, with recommendations from the youth councils, an opportunity to select youth activities providers who can best serve local youth needs.

The GNBWIB has developed a Standard Operating Procedure (SOP) that aligns with WIA section 123 and federal procurement guidelines, state laws, regulations, and policy, including Massachusetts Workforce Policy 01-52 and requires that:

- Requests for proposals be publicized and identify all evaluation factors and their relative importance. Any response to publicized requests for proposals will be honored to the maximum extent practical;
- Proposals will be solicited from an adequate number of qualified sources;
- Grantees and sub-grantees will have a method for conducting technical evaluations of the proposals received and for selecting awardees;
- Awards will be made to the organizations whose proposals are most advantageous, with price and other factors considered.

All procurement transactions are conducted in a manner that provides full and open competition, consistent with the standards of 29CFR97.36 or 29CFR95.43. Procurements must be impartial. The SOP further notes that adequate records must be kept. Those records must detail the procurement history and include the rationale behind the selection or rejection of vendors as well as a basis for the price. Specifically, the documentation must include:

- Procurement planning records
- The solicitation
- Notices of public advertisement
- Bidders' conference minutes
- All proposals submitted, with records of their receipt
- All proposal evaluation documentation (including sign-off and certifications)
- All proposal negotiation documentation
- All related meeting/committee minutes to document the contract(s) review, evaluation, and award.

Final 8/21/09

The Procurement Process:

In FY 2010, the Youth Council will be developing a formal timeline for the procurement process. Currently, the SOP guides the process.

- The procurement process begins with the development of a Request for Proposals (RFP) that seeks services that will meet the needs of area youth in the most comprehensive, cost-effective manner, and that serves as many eligible youth as possible. The RFP must also contain detailed information on WIA, on outcome requirements that include the common measures (degree or certificate attainment; employment or educational placement; literacy and numeracy gains), and all required certifications and attestations, as noted in WIA 123, as well as the requirements of Mass Workforce Policy 01-52, including protest procedures.
- Locally, the GNBWIB first convenes its Planning Committee, a subcommittee of the Youth Council, to discuss possible modifications to the Request for Proposals as drafted by the Youth Council Director. Any such modifications are designed to support the Youth Council's goals and stated objectives for youth programming.
- The local SOP includes posting the solicitation on the GNBWIB website. The SOP includes instructions and timelines for advertising/announcing a procurement, as well as the method and materials required upon delivery.
- Upon receipt, proposals are recorded in a log, and a receipt is prepared for the organization submitting the proposal. The office manager prepares a tabular summary of submissions, including name and contact information for submitting organizations, number of youth served, total proposed cost, whether the bidder proposes to serve in-school or out-of-school youth, and per participant cost.
- The Youth Council Director convenes a group of proposal readers, who are required to attend a training session on the Workforce Investment Act and who are given guidelines for reading and evaluating the proposals. They are also asked to sign a "Conflict of Interest/Non-Disclosure Statement," as required by Mass Workforce Policy 01-52 and WIA. Each reader is provided with written guidance and with proposal evaluation sheets.
- In addition, for formula WIA proposals, bidders are asked to present a synopsis of their program to an in-school youth panel and an out-of-school youth panel. The panelists are permitted to ask questions and seek additional information during the presentations. They then complete an evaluation sheet, which is summarized for presentation to the Planning Committee. Each participating youth receives a small remuneration for their evaluation services.
- Upon completion of the reader evaluation, the Youth Council Director summarizes the programs and collates the information provided by the reader evaluations for presentation to the Planning Committee.
- The Planning Committee is charged with making recommendations on programs and funding allocations to the full Youth Council. The Youth Council makes the final recommendations, which are then forwarded to the Executive Committee and the Board for action.

Final 8/21/09

The Award Process:

- Once approved, vendors are notified in writing and asked to attend at meeting at the GNBWIB with representatives of the Youth Council Planning Committee, the Chief Financial Officer, and the Youth Council Director.
- The scope of work is discussed in detail. In the case of budget reductions, a modified budget and scope are requested.
- Upon completion of negotiations, awardees are notified in writing and asked to execute the final contract.
- The contract, and the scope of work contained in the contract, become the foundation of all future activity and monitoring.

The Youth Council does not provide funding for youth ITAs, and WIA Youth Framework and Follow-Up Services are procured together in accordance with the follow-up waiver.

Final 8/21/09 New Directions

SUPPORT SERVICES POLICY

The purpose of support services is to fulfill needs that occur when participants are enrolled in WIA eligible programs.

Services will be available to all eligible WIA participants. The services will be procured by using the New Directions procurement policy. The services will be procured with a Purchase Order Number.

These services are provided if the service is not otherwise available in the area by other Providers, including all WIA programs, such as childcare, transportation, unless of an emergency nature and only until services are reinstated by the Providers and WIA programs in the area.

Each case will be determined on an individual basis, per Center Career Case Managers based on the participant's needs. The customer needs to be deemed eligible for the program beforehand and documentation must be submitted in a timely manner. Some support services are subject to state and local regulations. Should a need arise, fees will be adjusted; i.e., registration fee.

Consideration must be given to the demonstrated need for the client to receive support.

Should an emergency arise that requires support services not listed, the monetary resolution will be determined on a case by case basis by the Career Center Director.

1. EMERGENCY CHILDCARE AND DAY CARE:

- a. Members of the same household or parents of child will not be reimbursed as providers.
- b. Emergency service is limited to job search and until Childcare Provider voucher is in place.
- c. Cost is not to exceed a total of \$150.00 per child for a 5 day limit.

2. TRANSPORTATION:

- a. A \$55.00 monthly bus pass will be provided to enrolled participants for travel to education and training courses, job search, travel to job site until salary cycle is established, and for travel intermittently during the 12 month follow up if/when barriers arise that compete with successful employment outcome. Weekly passes at \$12.50 each may be given when necessary. Not to exceed \$400.00
- b. Enrolled participants may receive support for driver's license, car repairs, gas cards, car registration not to exceed \$400.00.
- c. Participants who receive support for (b) will only receive bus passes when car is being repaired.

Final 8/21/09

3. PROFESSIONAL/WORK CLOTHES:

- a. Allowance for appropriate attire for interviewing.
- b. Allowance for appropriate attire for new employment in a professional office setting.
- c. Allowance for appropriate attire for new employment in a factory or casual setting.
- d. Clothing allotment not to exceed \$250.00 total.

4. MAKEOVER :

- a. Haircut/Manicure/Make-up application (all one time) not to exceed \$40.00.

5. UNIFORMS AND TOOLS:

- a. As required by the employer/worksite with a maximum allowance of \$250.00.

5. OTHER ITEMS may fall into the Support Services category based on individual circumstances.

Such items may include:

Licensing Fees for State Certification, Other License/Certification Fees, Exam Fees, Text Books, Professional Manuals, and Physical Examinations for entry to training. Maximum is \$300.

7. FINANCIAL CONTROLS

1. Each requisition for support services must be submitted by a Case Manager to appropriate Supervisor and approved by senior management.
2. Upon receipt of the support services requisition Finance Dept. staff will verify eligibility in MOSES and check off “verified” on the requisition.
3. The requisition will be given to the Finance Director who will maintain a log for all clients receiving support services. The new requisition will not be entered if:
 - a. the service has already been provided
 - b. the client will exceed any limits established for the service or total services
4. A copy of the log must be attached to the requisition in order to produce a Purchase Order.
5. Payment requires support documentation from a vendor. A ‘Paid’ receipt from the client will not be enough documentation to receive reimbursement.

The maximum provided for support services to an individual will be \$1000.00. Should any circumstance arise that requires a monetary resolution beyond this amount, it will need the approval of the President/CEO of New Directions Southcoast, lead operator of the career center system.

Final 8/21/09

Attachment I: Provider List

GNBWIB

ArtWorks!

Brick by Brick

Bristol Community College

Dartmouth Experience

Junior Achievement

MyTurn

New Bedford Public Schools

Northstar Learning

PACE/YouthBuild

Positive Action Against Chemical Addiction (PAACA)

Round the Bend Farm

Training Resources of America

University of Massachusetts Dartmouth

Upper Cape Regional Technical High School

Wareham Public Schools