

**GRANT CONTRACT BETWEEN
METROPOLITAN ACTION COMMISSION
AND
MUSIC CITY CONSTRUCTION CAREERS**

This Grant Contract constitutes an agreement between the Metropolitan Government of Nashville and Davidson County, Metropolitan Action Commission ("MAC"), and Music City Construction Careers ("Recipient"), for the provision a workforce development initiative that prepares Nashville residents, especially those facing long-term financial hardship, for successful careers in the skilled construction trades, as further defined in the "SCOPE OF PROGRAM". The Recipient's annual report and audit are incorporated herein by reference.

A. SCOPE OF PROGRAM:

A.1. Recipient will use the funds to strengthen the local workforce, offering individuals a path to lasting economic stability while contributing to the prosperity of working families and Nashville's continued economic growth through apprenticeship readiness training, industry-recognized certifications, and job placement support, specifically:

- (a) Provide Apprenticeship Readiness Program Training: Deliver at least 3 full training cohorts utilizing the NABTU Multi-Craft Core Curriculum (MC3), providing 120 hours of instruction per participant.
- (b) Expand Workforce Readiness: Equip a minimum of 90 individuals with foundational construction skills, industry safety certifications, and career navigation support.
- (c) Support Job Placement and Retention: Facilitate placement for at least 70% of program graduates in apprenticeship or full-time employment opportunities within the construction sector.
- (d) Enhance Economic Mobility: Provide financial stipends (\$600 per participant) to support training completion, reducing barriers related to transportation, food, and childcare.
- (e) Increase Industry Engagement: Strengthen partnerships with construction firms, unions, and government agencies to secure direct hiring pathways for graduates.
- (f) Improve Retention and Advancement: Conduct post-placement follow-ups to ensure that at least 60% of employed graduates remain in the industry six months after program completion.

A.2. Recipient must spend these funds consistently with the Scope of Work, attached and incorporated herein as Attachment 1. Recipient must collect data to evaluate the effectiveness of their services and must provide those results to Metro upon request.

A.3. Recipient will only utilize these funds for services Recipient provides to documented residents of Davidson County. Documentation of residency may be established with a recent utility bill; voter's registration card; driver's license or other government-issued ID; current record from a school showing address; affidavit by landlord; or affidavit by a nonprofit treatment, shelter, half-way house, or homeless assistance entity located within Davidson County. Recipient agrees that it will not use Metro funding for services to non-Davidson County residents.

B. GRANT CONTRACT TERM:

B.1. **Grant Contract Term.** The term of this grant shall go into effect the date this contract is approved by all required parties of the Metropolitan Government and filed in the Metropolitan Clerk's Office ("Effective Date") and endure through June 30, 2025. Notwithstanding the foregoing, the terms of the Contract shall govern any services or activities performed under the Contract from July 1, 2024, through June 30, 2025.

C. PAYMENT TERMS AND CONDITIONS:

C.1. Maximum Liability. In no event will Metro's maximum liability under this Grant Contract exceed Fifty Thousand Dollars (\$50,000.00). The Scope of Work Budget Allocation will constitute the maximum amount provided to the Recipient by Metro for all of Recipient's obligations hereunder. The Scope of Work Budget Allocation line-items include, but are not limited to, all applicable taxes, fees, overhead, and all other direct and indirect costs incurred or to be incurred by the Recipient. Subject to modification and amendments, this amount will constitute the Grant Amount and the entire compensation to be provided to Recipient by Metro.

C.2. Payment Methodology. Recipient will only be compensated for actual costs based upon the Scope of Work Budget Allocation for Reimbursement, not to exceed the maximum liability established in Section C.1.

Recipient must email all invoices to **tanya.evrenson@nashville.gov**.

Recipient must submit a final grant Annual Expenditure Report, alongside the final invoice, to be received within 45 days of the end of the Grant Contract or once all program deliverables have been met for FY24-25. Said report must be in form and substance acceptable to Metro and must be prepared by a Certified Public Accounting Firm or the Chief Financial Officer of Recipient.

C.3. Payment of Invoice. One full reimbursement payment will be made in a single disbursement. The payment of any invoice by Metro will not prejudice Metro's right to object to the invoice or any other related matter. Any payment by Metro will neither be construed as acceptance of any part of the work or service provided nor as an approval of any of the costs included therein.

C.4. Unallowable Costs. Recipient's invoice may be subject to reduction for amounts included in any invoice or payment theretofore made which are determined by Metro, based on audits or monitoring conducted in accordance with the terms of this Grant Contract, to constitute unallowable costs. Utilization of Metro funding for services to non-Davidson County residents is not allowed.

C.5. Deductions. Metro reserves the right to adjust any amounts which are or become due and payable to the Recipient by Metro under this or any Contract by deducting any amounts which are or become due and payable to Metro by the Recipient under this or any Contract.

C.6. Electronic Payment. Metro requires as a condition of this contract that the Recipient have on file with Metro a completed and signed "ACH Form for Electronic Payment". If Recipient has not previously submitted the form to Metro or if Recipient's information has changed, Recipient will have thirty (30) days to complete, sign, and return the form. Thereafter, all payments to the Recipient, under this or any other contract the Recipient has with Metro, must be made electronically.

D. STANDARD TERMS AND CONDITIONS:

D.1. Required Approvals. Metro is not bound by this Grant Contract until it is approved by the appropriate Metro representatives as indicated on the signature page of this Grant.

D.2. Modification and Amendment. This Grant Contract may be modified only by a written amendment that has been approved in accordance with all Metro procedures and by appropriate legislation of the Metropolitan Council.

D.3. Termination for Cause. Metro shall have the right to terminate this Grant Contract immediately if Metro determines that Recipient, its employees or principals have engaged in conduct or violated any federal, state or local laws which affect the ability of Recipient to effectively provide services under this Grant Contract. Should the Recipient fail to properly perform its obligations under this Grant Contract or if the Recipient violates any terms of this Grant Contract, Metro will have the right to immediately terminate the

Grant Contract and the Recipient must return to Metro any and all grant monies for services or programs under the grant not performed as of the termination date. The Recipient must also return to Metro any and all funds expended for purposes contrary to the terms of the Grant Contract. Such termination will not relieve the Recipient of any liability to Metro for damages sustained by virtue of any breach by the Recipient.

D.4. Termination - Notice. Metro may terminate the Grant Contract without cause for any reason. Said termination shall not be deemed a Breach of Contract by Metro. Metro shall give the Recipient at least thirty (30) days written notice before effective termination date.

- (a) The Recipient shall be entitled to receive compensation for satisfactory, authorized service completed as of the effective termination date, but in no event shall Metro be liable to the Recipient for compensation for any service that has not been rendered.
- (b) Upon such termination, the Recipient shall have no right to any actual general, special, incidental, consequential or any other damages whatsoever of any description or amount.

D.5. Termination - Funding. This Grant Contract is subject to the appropriation and availability of local, State and/or Federal funds. In the event that the funds are not appropriated or are otherwise unavailable, Metro shall have the right to terminate this Grant Contract immediately upon written notice to the Recipient. Upon receipt of the written notice, the Recipient shall cease all work associated with this Grant Contract on or before the effective termination date specified in the written notice. Should such an event occur, the Recipient shall be entitled to compensation for all satisfactory and authorized services completed as of the effective termination date. The Recipient shall be responsible for repayment of any funds already received in excess of satisfactory and authorized services completed as of the effective termination date.

D.6. Subcontracting. The Recipient may not assign this Grant Contract or enter into a subcontract for any of the services performed under this Grant Contract without obtaining the prior written approval of Metro. Notwithstanding any use of approved subcontractors, the Recipient will be considered the prime Recipient and will be responsible for all work performed.

D.7. Conflicts of Interest. The Recipient warrants that no part of the total Grant Amount will be paid directly or indirectly to an employee or official of Metro as wages, compensation, or gifts in exchange for acting as an officer, agent, employee, subcontractor, or consultant to the Recipient in connection with any work contemplated or performed relative to this Grant Contract.

D.8. Nondiscrimination. The Recipient hereby agrees, warrants, and assures that no person will be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of this Grant Contract or in the employment practices of the Recipient on the grounds of disability, age, race, color, religion, sex, national origin, or any other classification which is in violation of applicable laws. The Recipient must, upon request, show proof of such nondiscrimination and must post in conspicuous places, available to all employees and applicants, notices of nondiscrimination.

D.9. Records. The Recipient must maintain documentation for all charges to Metro under this Grant Contract. The books, records, and documents of the Recipient, insofar as they relate to work performed or money received under this Grant Contract, must be maintained for a period of three (3) full years from the date of the final payment or until the Recipient engages a licensed independent public accountant to perform an audit of its activities. The books, records, and documents of the Recipient insofar as they relate to work performed or money received under this Grant Contract are subject to audit at any reasonable time and upon reasonable notice by Metro or its duly appointed representatives. Records must be maintained in accordance with the standards outlined in the Non-Profit Grants Manual. The financial statements must be prepared in accordance with generally accepted accounting principles.

D.10. Monitoring. The Recipient's activities conducted and records maintained pursuant to this Grant

Contract are subject to monitoring and evaluation by The Metropolitan Office of Financial Accountability or Metro's representatives. The Recipient must make all audit, accounting, or financial records, notes, and other documents pertinent to this grant available for review by The Metropolitan Office of Financial Accountability, Internal Audit or Metro's representatives, upon request, during normal working hours.

D.11. **Reporting.** The Recipient must submit a Final Program Report, to be received at project completion, or within 45 [forty-five] days of the end of the Grant Contract. Said reports shall detail the outcome of the activities funded under this Grant Contract.

D.12. **Strict Performance.** Failure by Metro to insist in any one or more cases upon the strict performance of any of the terms, covenants, conditions, or provisions of this Grant Contract is not a waiver or relinquishment of any such term, covenant, condition, or provision. No term or condition of this Grant Contract is considered to be waived, modified, or deleted except by a written amendment by the appropriate parties as indicated on the signature page of this Grant.

D.13 **Insurance.** The Recipient agrees to carry adequate liability and other appropriate forms of insurance, and to pay all applicable taxes incident to this Grant Contract.

D.14 **Metro Liability.** Metro will have no liability except as specifically provided in this Grant Contract.

D.15 **Independent Contractor.** Nothing herein will in any way be construed or intended to create a partnership or joint venture between the Recipient and Metro or to create the relationship of principal and agent between or among the Recipient and Metro. The Recipient must not hold itself out in a manner contrary to the terms of this paragraph. Metro will not become liable for any representation, act, or omission of any other party contrary to the terms of this paragraph.

D.16. **Indemnification and Hold Harmless.**

- (a) Recipient agrees to indemnify, defend, and hold harmless Metro, its officers, agents and employees from any claims, damages, penalties, costs and attorney fees for injuries or damages arising, in part or in whole, from the negligent or intentional acts or omissions of Recipient, its officers, employees and/or agents, including its sub or independent contractors, in connection with the performance of the contract, and any claims, damages, penalties, costs and attorney fees arising from any failure of Recipient, its officers, employees and/or agents, including its sub or independent contractors, to observe applicable laws, including, but not limited to, labor laws and minimum wage laws.
- (b) Metro will not indemnify, defend or hold harmless in any fashion the Recipient from any claims, regardless of any language in any attachment or other document that the Recipient may provide.
- (c) Recipient will pay Metro any expenses incurred as a result of Recipient's failure to fulfill any obligation in a professional and timely manner under this Contract.
- (d) Recipient's duties under this section will survive the termination or expiration of the grant.

D.17. **Force Majeure.** "Force Majeure Event" means fire, flood, earthquake, elements of nature or acts of God, wars, riots, civil disorders, rebellions or revolutions, acts of terrorism or any other similar cause beyond the reasonable control of the party. Except as provided in this Section, any failure or delay by a party in the performance of its obligations under this Grant Contract arising from a Force Majeure Event is not a breach under this Grant Contract. The non-performing party will be excused from performing those obligations directly affected by the Force Majeure Event, and only for as long as the Force Majeure Event continues, provided that the party continues to use diligent, good faith efforts to resume performance without delay. Recipient will promptly notify Metro within forty-eight (48) hours of any delay caused by a Force Majeure Event and will describe in reasonable detail the nature of the Force Majeure Event.

D.18. Iran Divestment Act. In accordance with the Iran Divestment Act, Tennessee Code Annotated § 12-12-101 et seq., Recipient certifies that to the best of its knowledge and belief, neither Recipient nor any of its subcontractors are on the list created pursuant to Tennessee Code Annotated § 12-12-106. Misrepresentation may result in civil and criminal sanctions, including contract termination, debarment, or suspension from being a contractor or subcontractor under Metro contracts.

D.19. State, Local and Federal Compliance. The Recipient agrees to comply with all applicable federal, state and local laws and regulations in the performance of this Grant Contract. Metro shall have the right to terminate this Grant Contract at any time for failure of Recipient to comply with applicable federal, state or local laws in connection with the performance of services under this Grant Contract.

D.20. Governing Law and Venue. The validity, construction and effect of this Grant Contract and any and all extensions and/or modifications thereof will be governed by and construed in accordance with the laws of the State of Tennessee. The venue for legal action concerning this Grant Contract will be in the courts of Davidson County, Tennessee.

D.21. Completeness. This Grant Contract is complete and contains the entire understanding between the parties relating to the subject matter contained herein, including all the terms and conditions of the parties' agreement. This Grant Contract supersedes any and all prior understandings, representations, negotiations, and agreements between the parties relating hereto, whether written or oral.

D.22. Headings. Section headings are for reference purposes only and will not be construed as part of this Grant Contract.

D.23. Severability. In the event any provision of this Grant Contract is rendered invalid or unenforceable, said provision(s) hereof will be immediately void and may be renegotiated for the sole purpose of rectifying the error. The remainder of the provisions of this Grant Contract not in question shall remain in full force and effect.

D.24. Metro Interest in Equipment. The Recipient will take legal title to all equipment and to all motor vehicles, hereinafter referred to as "equipment," purchased totally or in part with funds provided under this Grant Contract, subject to Metro's equitable interest therein, to the extent of its pro rata share, based upon Metro's contribution to the purchase price. "Equipment" is defined as an article of nonexpendable, tangible, personal property having a useful life of more than one year and an acquisition cost which equals or exceeds \$5,000.00.

The Recipient agrees to be responsible for the accountability, maintenance, management, and inventory of all property purchased totally or in part with funds provided under this Grant Contract. Upon termination of the Grant Contract, where a further contractual relationship is not entered into, or at any time during the term of the Grant Contract, Recipient must request written approval from Metro for proposed disposition of equipment purchased with Grant funds. All equipment must be disposed of in such a manner as parties may agree as appropriate and in accordance with any applicable federal, state or local laws or regulations.

D. 25. Assignment-Consent Required. The provisions of this contract will inure to the benefit of and will be binding upon the respective successors and assignees of the parties hereto. Except for the rights of money due to Recipient under this contract, neither this contract nor any of the rights and obligations of Recipient hereunder may be assigned or transferred in whole or in part without the prior written consent of Metro. Any such assignment or transfer will not release Recipient from its obligations hereunder. Notice of assignment of any rights to money due to Recipient under this Contract must be sent to the attention of the Metro Department of Finance.

D.26. Gratuities and Kickbacks. It will be a breach of ethical standards for any person to offer, give or agree to give any employee or former employee, or for any employee or former employee to solicit, demand,

accept or agree to accept from another person, a gratuity or an offer of employment in connection with any decision, approval, disapproval, recommendation, preparations of any part of a program requirement or a purchase request, influencing the content of any specification or procurement standard, rendering of advice, investigation, auditing or in any other advisory capacity in any proceeding or application, request for ruling, determination, claim or controversy in any proceeding or application, request for ruling, determination, claim or controversy or other particular matter, pertaining to any program requirement of a contract or subcontract or to any solicitation or proposal therefore. It will be a breach of ethical standards for any payment, gratuity or offer of employment to be made by or on behalf of a subcontractor under a contract to the prime contractor or higher tier subcontractor or a person associated therewith, as an inducement for the award of a subcontract or order. Breach of the provisions of this paragraph is, in addition to a breach of this contract, a breach of ethical standards which may result in civil or criminal sanction and/or debarment or suspension from participation in Metropolitan Government contracts.

D.27. Communications and Contacts. All instructions, notices, consents, demands, or other communications from the Recipient required or contemplated by this Grant Contract must be in writing and must be made by facsimile transmission, or by first class mail, addressed to the respective party at the appropriate facsimile number, email address, or physical address as set forth below or to such other party, facsimile number, email address, or physical address as may be hereafter specified by written notice.

Metro

For contract-related matters:

Oluwadamilola Dairo, Interim Executive Director, Metropolitan Action Commission
1281 Murfreesboro Pike, Nashville, TN 37217
615-862-8860, extension 70177, oluwadamilola.dairo@nashville.gov

For enquiries regarding invoices:

Ann Parkinson, Chief Financial Officer, Metropolitan Action Commission
1281 Murfreesboro Pike, Nashville, TN 37217
615-862-8860, extension 70114, ann.parkinson@nashville.gov

Recipient

Sam Petschulat, Executive Director,
Music City Construction Careers
P.O. Box 290153, Nashville, TN, 37229-0153
615-426-6671, spetschulat@musiccitymc3.org

D.28 Lobbying. The Recipient certifies, to the best of its knowledge and belief, that:

- (a) No federally appropriated funds have been paid or will be paid, by or on behalf of the Recipient, to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress in connection with the awarding of any federal contract, the making of any federal grant, the making of any federal loan, and entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any federal contract, grant, loan, or cooperative agreement.
- (b) If any funds other than federally appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this grant, loan, or cooperative agreement, the Recipient must complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions.
- (c) The Recipient will require that the language of this certification be included in the award documents for all sub-awards at all tiers (including sub-grants, subcontracts, and contracts under grants, loans,

and cooperative agreements) and that all subcontractors of federally appropriated funds shall certify and disclose accordingly.

D.29 Certification Regarding Debarment and Convictions.

(a) Recipient certifies that Recipient, and its current and future principals:

- i. are not presently debarred, suspended, or proposed for debarment from participation in any federal or state grant program;
- ii. have not within a three (3) year period preceding this Grant Contract been convicted of fraud, or a criminal offence in connection with obtaining, attempting to obtain, or performing a public (federal, state, or local) grant;
- iii. have not within a three (3) year period preceding this Grant Contract been convicted of embezzlement, obstruction of justice, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property; and
- iv. are not presently indicted or otherwise criminally charged by a government entity (federal, state, or local) with commission of any of the offenses detailed in sections D.25(a)(ii) and D.25(a)(iii) of this certification.

(b) Recipient shall provide immediate written notice to Metro if at any time Recipient learns that there was an earlier failure to disclose information or that due to changed circumstances, its principals fall under any of the prohibitions of Section D.25(a).

E. Effective Date. This contract will not be binding upon the parties until it has been signed first by the Recipient and then by the authorized representatives of the Metropolitan Government and has been filed in the office of the Metropolitan Clerk. When it has been so signed and filed, this contract will be effective as of the date first written above.

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

MUSIC CITY CONSTRUCTION CAREERS

Sam Petschulat
Sam Petschulat, Executive Director
Music City Construction Careers

May 14, 2025
Date

METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY

Oluwadamilola Dairo
Oluwadamilola Dairo, Interim Executive Director
Metropolitan Action Commission

5/19/2025
Date

**SIGNATURE PAGE FOR
Music City Construction (MC3)
and the Metropolitan Action Commission**

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

METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY

_____ see previous page _____
Oluwadamilola Dairo, Interim Executive Director
Metropolitan Action Commission

Date

LaVoneia C. Steele

5/13/25
Date

LaVoneia C. Steele, Ed.D., Chair
Metropolitan Action Commission

^{DS}
AB **APPROVED AS TO AVAILABILITY OF FUNDS**

^{DS}
AP Signed by:
Jenneen Reed/mjw
62377A2A8742469...
Jenneen Reed, Director
Department of Finance

5/27/2025 | 5:22 PM CDT

Date

APPROVED AS TO RISK AND INSURANCE

DocuSigned by:
Balagun Cobb
68804BE12FD741C...
Director of Insurance

5/27/2025 | 5:23 PM CDT

Date

APPROVED AS TO FORM AND LEGALITY

Signed by:
Matthew Garth
66F60922930844F...
Metropolitan Attorney

6/30/2025 | 9:17 AM CDT

Date

FILED

Austin Kyle, Metropolitan Clerk

Date



Scope of Work - Music City Construction Careers (MC3)

July 1, 2024 - June 30, 2025 (FY24-25)

Introduction

Music City Construction Careers (MC3) is a workforce development initiative that prepares Nashville residents, especially those facing long-term financial hardship, for successful careers in the skilled construction trades. Through apprenticeship readiness training, industry-recognized certifications, and job placement support, MC3 strengthens the local workforce, offering individuals a path to lasting economic stability while contributing to the prosperity of working families and Nashville's continued economic growth.

Objectives and Goals

MC3 aims to achieve the following key objectives during the period of July 1, 2024 - June 30, 2025:

1. **Provide Apprenticeship Readiness Program Training**
 - a. Deliver at least 3 full training cohorts utilizing the NABTU Multi-Craft Core Curriculum (MC3), providing 120 hours of instruction per participant.
2. **Expand Workforce Readiness**
 - a. Equip a minimum of 90 individuals with foundational construction skills, industry safety certifications, and career navigation support.
3. **Support Job Placement and Retention**
 - a. Facilitate placement for at least 70% of program graduates in apprenticeship or full-time employment opportunities within the construction sector.
4. **Enhance Economic Mobility**
 - a. Provide financial stipends (\$600 per participant) to support training completion, reducing barriers related to transportation, food, and childcare.
5. **Increase Industry Engagement**
 - a. Strengthen partnerships with construction firms, unions, and government agencies to secure direct hiring pathways for graduates.
6. **Improve Retention and Advancement**
 - a. Conduct post-placement follow-ups to ensure that at least 60% of employed graduates remain in the industry six months after program completion.

Scope of Work and Deliverables

MC3 will execute the following core activities to meet the outlined objectives:

1. Recruitment and Outreach

- a. Target outreach to historically low-income communities and individuals facing long-term financial hardship and employment barriers.
- b. Partner with community organizations, faith-based groups, and educational institutions to expand recruitment efforts.

2. Pre-Apprenticeship Training

- a. Deliver at least three 120-hour pre-apprenticeship cohorts aligned with NABTU's MC3 curriculum.
- b. Provide OSHA-10, CPR/First Aid, and NABTU Multi-Craft Core Curriculum certifications to all participants.
- c. Offer hands-on training and exposure to multiple construction trades.
- d. Incorporate soft skills development, financial literacy, and leadership training into the curriculum.

3. Participant Support and Stipends

- a. Administer \$600 stipends per participant upon successful completion of training.
- b. Provide wraparound services, including career coaching, job placement assistance, and case management.
- c. Enroll all graduates in the MC3 Apprenticeship Placement Portal, through which weekly updates will be sent regarding local construction job openings.

4. Job Placement and Employer Engagement

- a. Develop and maintain strong employer partnerships to facilitate at least 75 job placements.
- b. Host at least three hiring events connecting trainees with potential employers.
- c. Implement a structured follow-up process to track employment outcomes and retention rates.

5. Program Performance and Data Reporting

- a. Track and analyze program metrics, including enrollment, completion, and employment rates.
- b. Submit annual performance reports to Metro Action Commission detailing progress and outcomes.
- c. Conduct participant surveys to assess program impact and areas for improvement.

Milestones and Key Performance Indicators (KPIs)

● **Recruitment and Outreach:**

- Number of community events: 12 events

● **Training Completion:**

- Number of participants completing pre-apprenticeship: 90 individuals

- **Certification Achievement:**
 - OSHA-10 and CPR/First Aid certifications earned: 100% of trainees
- **Job Placement:**
 - Graduates placed in apprenticeships or full-time jobs: 70% of completers
- **Retention:**
 - Graduates employed six months post-placement: 60% of placed individuals
- **Employer Partnerships:**
 - Number of hiring events: 3 events

Value to the City of Nashville

MC3's workforce development efforts directly support Nashville's economic growth and infrastructure goals by:

- Addressing labor shortages in the skilled trades through structured training and job placement.
- Creating pathways to stable, middle-class careers for underrepresented communities.
- Strengthening relationships between the city, unions, and contractors to promote equitable hiring.
- Reducing reliance on social services by equipping individuals with sustainable employment opportunities.

Retroactive Scope of Work for FY24-25

Music City Construction Careers (MC3) respectfully submits this scope of work and cost allocation in support of our request for reimbursement of \$50,000 awarded for the period July 1, 2024 - June 30, 2025. The activities funded under this grant have been fully completed, and the funds will be applied to the following program costs incurred during that period.

Program Activities Completed as of April 23, 2025:

- Delivered three pre-apprenticeship training cohorts.
- Trained 88 individuals, each completing 120 hours of instruction and earning OSHA-10 and CPR/First Aid certifications.
- Issued \$600 stipends to each program graduate to support training completion.
- Achieved a 70% job placement rate for graduates in apprenticeships or full-time employment.
- Conducted three hiring events and ongoing employer engagement to support placement.
- Provided case management and post-placement follow-up for all program graduates.

Budget Allocation for Reimbursement:

Category	Description	Amount
Participant Stipends	Participant stipends for 54 graduates at \$600 each.	\$32,400
Administrative Overhead	Covers a portion of staff salaries, office supplies, accounting services, and general administrative costs necessary for program management and compliance.	\$5,000
CPR/AED/First Aid Instruction	Third-party CPR/AED/First Aid instruction for 110 students at \$65/student, including certification cards and training materials.	\$7,000
Marketing	Paid digital ads (\$1,500), photographer/videographer for event coverage and editing (\$1,800), flyer/handbill printing (\$500), promotional items for recruitment events (\$600), website updates (\$500), sponsorship of promotional events (\$700).	\$5,600
Total		\$50,000

Method of Payment:

All program deliverables have been met for FY24-25. MC3 requests the full reimbursement of \$50,000 in a single disbursement upon approval of this report.

Conclusion

Through its apprenticeship readiness program, MC3 is committed to delivering high-quality training, industry-recognized certifications, and direct job placement services that benefit both participants and the broader Nashville community. By partnering with Metro Action Commission, MC3 expands economic mobility and workforce equity in the construction industry.