

AMENDATORY INTERGOVERNMENTAL AGREEMENT

THIS AMENDATORY INTERGOVERNMENTAL AGREEMENT ("Agreement") is made by and between the **CITY AND COUNTY OF DENVER**, a municipal corporation of the State of Colorado acting by and through the Denver Office of Economic Development (the "City"), and the **STATE OF COLORADO, DEPARTMENT OF HIGHER EDUCATION, BY THE STATE BOARD FOR COMMUNITY COLLEGES AND OCCUPATIONAL EDUCATION FOR THE USE AND BENEFIT OF THE COMMUNITY COLLEGE OF DENVER**, with an address of 1201 5th Street Denver, CO 80204 (the "Contractor"). For purposes of this Agreement, the City and the Contractor shall also be referred to collectively as the "Parties."

WITNESSETH:

WHEREAS, the Parties entered into that certain agreement dated **April 5, 2022**, regarding, among others, the development of a local worker pipeline for infrastructure job opportunities through information, education, and training (the "Agreement");

WHEREAS, rather than enter into a new contract, the Parties desire to revise and amend the term of the Agreement, as well as add and/or revise certain exhibits and references in the Agreement;

NOW, THEREFORE, in consideration of the premises and the mutual covenants and obligations herein set forth, the Parties agree as follows:

1. Article 2 of the Agreement entitled "**TERM**" is hereby amended in its entirety by deleting it and replacing it with the following:

"2. TERM: The Agreement will commence on **January 1, 2022**, and will expire on **June 30, 2023** (the "Term"). Subject to the Director's (as defined in Paragraph 3, below) prior written

authorization, the Contractor shall complete any work in progress as of the expiration date and the Term of the Agreement will extend until the work is completed or earlier terminated by the Director.”

2. Article 22 of the Agreement entitled **“NO EMPLOYMENT OF A WORKER WITHOUT AUTHORIZATION TO PERFORM WORK UNDER THE AGREEMENT”** is hereby amended by deleting it in its entirety and replacing it with the following:

“22. NO EMPLOYMENT OF A WORKER WITHOUT AUTHORIZATION TO PERFORM WORK UNDER THE AGREEMENT:

A. This Agreement is subject to Division 5 of Article IV of Chapter 20 of the Denver Revised Municipal Code, and any amendments (the “Certification Ordinance”).

B. The Contractor certifies that:

1) At the time of its execution of this Agreement, it does not knowingly employ or contract with a worker without authorization who will perform work under this Agreement, nor will it knowingly employ or contract with a worker without authorization to perform work under this Agreement in the future.

2) It will confirm the employment eligibility of all employees who are newly hired for employment to perform work under this Agreement.

3) It will not enter into a contract with a subconsultant or subcontractor that fails to certify to the Contractor that it shall not knowingly employ or contract with a worker without authorization to perform work under this Agreement.

4) It is prohibited from using work authorization confirmation procedures to undertake pre-employment

screening of job applicants while performing its obligations under this Agreement, and it is required to comply with any and all federal requirements regarding work authorization confirmations, all program requirements related to employee notification, and preservation of employee rights.

5) If it obtains actual knowledge that a subconsultant or subcontractor performing work under this Agreement knowingly employs or contracts with a worker without authorization, it will notify such subconsultant or subcontractor and the City within three (3) days. The Contractor shall also terminate such subconsultant or subcontractor if within three (3) days after such notice the subconsultant or subcontractor does not stop employing or contracting with the worker without authorization, unless during the three-day period the subconsultant or subcontractor provides information to establish that the subconsultant or subcontractor has not knowingly employed or contracted with a worker without authorization.

6) It will comply with a reasonable request made in the course of an investigation by the Colorado Department of Labor and Employment or the City Auditor, under authority of D.R.M.C. 20-90.3.

C. The Contractor is liable for any violations as provided in the Certification Ordinance. If Contractor violates any provision of this section or the Certification Ordinance, the City may terminate this Agreement for a breach of the Agreement. If the Agreement is so terminated, the Contractor shall be liable for actual and consequential damages to the City. Any such termination of a contract due to a violation of this section or the Certification Ordinance may also, at the discretion of the City, constitute grounds for disqualifying Contractor from submitting bids or proposals for future contracts with the City."

3. Effective upon execution, all references to Exhibit A and Exhibit B in the Agreement shall be amended henceforth to read as **Exhibit A-1** and **Exhibit B-1** respectively, and as applicable.

4. **Exhibits A-1** and **B-1** are attached and incorporated herein by reference.

5. Effective upon execution, **Exhibit C**, dated **December 12, 2022**, attached hereto and incorporated by reference, shall replace, supersede, and serve as the Agreement's **Exhibit C** over the previously attached **Exhibit C**, dated December 20, 2021.

6. The removal and deletion of the previous Exhibit C in the Agreement does not absolve Contractor of complying with the terms and conditions therein during its effective dates.

7. Except as amended here, the Agreement is affirmed and ratified in each and every particular.

8. This Amendatory Intergovernmental Agreement is not effective or binding on the City until it has been fully executed by all required signatories of the City and County of Denver, and if required by Charter, approved by City Council.

[SIGNATURE PAGES FOLLOW]

Contract Control Number: OEDEV-202266239-01/ 202161592-01
Contractor Name: State of Colorado, Department of Higher Education, by the State Board of Community Colleges and Occupational Education for the use and benefit of the Community College of Denver

IN WITNESS WHEREOF, the parties have set their hands and affixed their seals at Denver, Colorado as of:

SEAL

CITY AND COUNTY OF DENVER:

ATTEST:

By:

APPROVED AS TO FORM:

REGISTERED AND COUNTERSIGNED:

Attorney for the City and County of Denver

By:

By:

By:

Contract Control Number: OEDEV-202266239-01/ 202161592-01
Contractor Name: State of Colorado, Department of Higher Education, by the State Board of Community Colleges and Occupational Education for the use and benefit of the Community College of Denver

DocuSigned by:
By: Dr. Marielena DeSanctis
66B0A716FEC04A4...

Name: Dr. Marielena DeSanctis
(please print)

Title: President
(please print)

ATTEST: [if required]

DocuSigned by:
By: Kathy Kaoudis
20BA6298E1CA4EE...

Name: Kathy Kaoudis
(please print)

Title: Vice President of Administrative Services/CFO
(please print)

**SCOPE OF SERVICES
COMMUNITY COLLEGE OF DENVER
WORKNOW PARTNERSHIP
JANUARY 1, 2022 TO JUNE 30, 2023
AMENDMENT-01 EFFECTIVE January 1, 2023**

1.0 PURPOSE

- 1.1** To create a partnership that supports the development of a local worker pipeline for infrastructure construction job opportunities through collective career information, education and training, and employment or navigation services. This partnership believes in the efficiency and effectiveness of collaboration between for-profit and non-profit organizations; government and non-government organizations; community- and faith-based organizations; business; education; and labor in developing a quality workforce and sustainable neighborhoods.
- 1.2** Colorado Resource Partners (CORE Partners) represents an alliance of partners, resourced through Community College of Denver’s Center for Workforce Initiatives (CWI) to achieve three main objectives:
- a) Foster demand-driven skills attainment and employment using regional infrastructure projects as a catalyst
 - b) Enable upward mobility for all metro Denver residents and families
 - c) Align and integrate programs and services and promote exchange of best practices and technical assistance
- 1.3** This integrated training and resource partner platform will present an employment platform co-convened by CWI and Denver Workforce Services, in partnership with regional infrastructure projects. WORKNOW exists to coordinate community-centered hiring on infrastructure projects to improve access for residents and to provide project contractors with a pipeline of local workers in craft and professional service positions.

2.0 GOALS OF THE PARTNERSHIP

- 2.1** The short-term goals of this structure are:
- a) To be or provide resources to integrate training and community resource partners for comprehensive construction work readiness
 - b) Find and prepare workforce for construction industry opportunities—including craft, office, professional service and small business development
 - c) Place, retain, and advance these workers
- 2.2** Long-term goals include:
- a) Scalable supportive services, particularly access to childcare to support working families
 - b) Build incomes for families through high-wage jobs and targeted resource support
 - c) Resolve barriers that prevent people of color and women from finding and keeping good construction jobs.

3.0 OUTCOMES

3.1 Develop in tangent with Denver Workforce Services a PR/Marketing plan for WORKNOW “Denver” and selected City funded projects.

3.2 Serve an anticipated minimum of 350 individuals through prioritized training activities to include the following:

- a) OSHA 10 certification
- b) Pre-apprenticeship activities
- c) Middle skill upgrades including, but not limited to:
 - Commercial Drivers Licensing (CDL)
 - Estimating
 - Blueprint Reading
- d) Stormwater Management to occupations and apprenticeship pathways such as
 - Framing
 - Mechanical/ Sheet Metal
 - Pipe Fitting
 - Drywalling
 - Electrician
 - Carpentry
 - Concrete and Masonry
 - Millworks
 - Glaziers and Glass Work
 - Iron Working
 - Roofing, Electric
 - Plumbing
 - Equipment Operators
 - Other trades needed to support construction on City projects.
- e) Training activities to include tuition support for registered apprenticeship programs in the categories listed above (estimated at a minimum of 125)
- f) Provide pre-apprenticeship training for a minimum of 20 individuals utilizing MC3 certified instructors consisting of:
 - OSHA 10 certifications
 - First Aid certifications
 - Physical fitness training
 - Union visitations and career evaluations
 - Hands-on skills training
 - Stipends
 - Incentives
 - Supportive services
 - Career and navigation support

3.3 Through program partners provide supportive service provisions to include boots, books, tools, fees associated with Driver’s License, reinstatement, tutoring support and transit assistance to an estimated minimum number of 350 individuals

3.4 Assist with the development and execution of workforce programs associated with city projects, including but not limited to:

- a) Alignment with WORKNOW training and navigation partners and intake/ service procedures
- b) Support of apprenticeship programs
- c) Payment to associated partners per pilot program requirements
- d) Coordination with WORKNOW PR/Marketing plan to execute recruitment and outreach events

3.5 Based on services performed, partner agrees to the following services/deliverables related to outcomes and reporting:

- a) Detailed monthly fiscal reports demonstrating how much funding was spent on each budget line-item activities.
- b) Connectivity between disadvantaged Denver communities and city projects – *Tracking:* monthly reporting on number of people within designated zip codes/communities participating in training, workshops, apprenticeships and/or employed on a city project due by the 15th of the following month.
- c) Mitigation of barriers of those residents from disadvantaged Denver communities – *Tracking:* monthly reporting on cost per participant for support services in designated zip codes/communities as well as breakdown on the type of services utilized/barriers addressed due by the 10th of each month.
- d) Marketing plan for WORKNOW “Denver” and City and County of Denver, Denver Economic Development & Opportunity (DEDO) Denver Workforce Services to be named on the website, press releases and media as a lead funder and partner and must adhere to all requirements and standards, per the guidelines of the DEDO Marketing and Communications Division.

4.0 Reporting

Contractor shall provide a report in a format acceptable to the City describing the amount of trainings completed on a monthly basis until the contract completion date.

All monthly reports shall include the type of training, certificate of completion for each training, supportive services provided with the dollar amount, WORKNOW members on each Denver Construction Careers Program (DCCP) project, and total number of WORKNOW participants. All monthly reports must be completed and reconciled to DCCP within 14 business days from the close of the quarter.

The following table outlines the projected number of trainings to be completed each quarter.

	ACTUAL	PROJECTED	PROJECTED	PROJECTED
Training Completions	2022	2022	2023	2023
	Q1 - Q3	Q4	Q1	Q2
	181	65	50	75

**EXHIBIT B-1
BUDGET**

LINE ITEM	AMOUNT	ACTIVITIES
Participant Direct Services (training, support services, etc.)	Total Not to Exceed \$749,200	
Training, Materials, and Certifications	\$159,750 billed monthly	WORKNOW anticipates serving a minimum of 350 total individuals through training activities to include tuition support for pre-apprenticeship training and registered apprenticeship programs in the categories defined in Section 3.2 of Exhibit A -Scope of Work (SOW).
Pre-apprenticeship Cohort Pilot	\$86,950	WORKNOW will contract with Second Chance Center for a 2022, 12-week Pilot pre-apprenticeship program consisting of MC3 instruction, stipends, incentives, supportive services, navigation support and direct entry into registered apprenticeship programs as described in Section 3.2 Exhibit A Scope of Work
Navigator Support targeted for city projects	Not to exceed \$292,500 billed monthly	<ul style="list-style-type: none"> • Funding to be leveraged by Gary Community Investments, CDOT and NWC to provide partial funding for Navigator roles to provide direct career navigation & training referrals at WORKNOW partner locations, as approved by Denver Workforce Services and Center for Workforce Initiatives.
Supportive Services	\$120,000 billed monthly	<ul style="list-style-type: none"> • Estimate minimum number of 350 WORKNOW participants receiving supportive services through program partners • Supportive Service provision through CORE partners as defined in Section 3.3 of Exhibit A -Scope of Work (SOW).
Employer Resources and Services	\$90,000 billed monthly	<ul style="list-style-type: none"> • Activities include WORKNOW business liaison services for DEDO staff members and selected developers/contractors • Activities also include post- placement career coaching for incumbent workers through CORE partners

**EXHIBIT B-1
BUDGET**

WORKNOW General & Administrative	Total not to exceed \$73,500	
Marketing and Communications Platform	\$50,000 billed monthly	<ul style="list-style-type: none"> • Design and printing of Collateral supporting WORKNOW employer services and recruitment on city projects (business cards, banners flyers etc.) • Refine and maintain WORKNOW website and CORE project management portal, including content management, form management, maintenance, and support • Strategic Communications Support (attend meetings for city projects; updating quarterly plan, annual report, data visualization tools, etc.) • Communications/Photos/Video services (self-performed or contracted with additional photo & videographers or media specialists) • Hiring Events and Community Night Live Streams • Facilitation Services for community outreach events and CAC
Backbone and General & Administrative	\$23,500 billed monthly	<ul style="list-style-type: none"> • To include direct fiscal oversight to receive, and indirect administrative oversight • Travel / Meals
TOTAL CONTRACT AMOUNT: \$822,700		

Selected vendors represent members of the CORE partnership and WORKNOW affiliate providers. All vendors are approved by the CORE partners and DEDO staff serving on the Construction Career Pilot team.

DEDO's list of approved service vendors is included below. DEDO reserves the right to amend this list at any time and services provided throughout the life of this contract will not be limited to the list of approved vendors at the date of contract execution. Any proposed updates to the approved vendors list must be submitted by Contractor in writing to the Agency for prior approval, which approval may be granted or denied by the Director in the Directors' sole discretion.

1. Participant Direct Services (training, navigation & supportive services, employer services.)

1.1. Training Vendors

Arapahoe Community College	Construction & Construction management; Energy and Green Construction
Associated General Contractors;	Blueprint reading, Estimating, and Stormwater Management
Associated Builders & Contractors	Safety training upgrades

**EXHIBIT B-1
BUDGET**

Athletics and Beyond	Health & Wellness & Physical Fitness Training
Black Business Initiative	Small-business related training
CEO	Pre-CDL and test prep
CDL Safety School	Pre-CDL and test prep and CDL instruction
CHIC	OSHA 10 & pre-apprenticeship training
Colorado Homebuilding Academy;/Build Strong Academy	OSHA 10; Concrete Fundamentals, blueprint reading ,estimating, pre-apprenticeship training & specialty craft fundamentals
Construction Education Foundation	CCN boot-camp course; Registered Apprenticeship
Contractor Academy	Upgrade and small business-related training
Colorado Contractors Association	Heavy Equipment overview, Labor Basics, Craft apprenticeship training, Traffic Control Safety Basics
Colorado Construction and Building Trades Council	Pre-apprenticeship training and apprenticeship orientation
Colorado Safety Supply Company	Safety training upgrades
Community College of Aurora	Diesel Mechanic Foundation class
Construction Industry Training Council	Craft apprenticeship training (tuition support)
Community College of Denver	Welding and CAD/Revit
Denver Area Labor Federation	Craft apprenticeship training (tuition support for JATC programs)
Emily Griffith Technical College	Quality Control, Field Technician; Pre-Apprenticeship Training
Family Environmental	Asbestos Awareness
Front Range Community College	Construction & Construction management
Independent Electrical Contractors	Craft apprenticeship training (tuition support)
Mi Casa Resource Center	Small business-related training
CHC Training	AHERA certifications (including worker and supervisor)
International Environmental & Safety Training	Asbestos AHERA certifications including worker and supervisor
Next Gen Equipment Training	Heavy equipment awareness & simulation classes
Metro State University	Construction Management initiatives - Marketing Competition Awards, Internship gap funding, and cohort training services

**EXHIBIT B-1
BUDGET**

S & S Safety Consulting	OSHA 10, First Aid HAZWOPER and other construction safety instruction courses
Second Chance Center	Pilot paid Pre-apprenticeship training
Teach Construction	Web-based industry content
Trivent Safety	Construction safety training

1.2. Navigation and Supportive Service Vendors

Army Navy Surplus	Work wear
Athletics & Beyond	Group and one-on-one tutoring
Bayaud Enterprises	Navigation & Supportive Services
CHIC	Navigation & Supportive Services
Colorado Homebuilding Academy/ Build Strong Academy	Navigation & Supportive Services
Community College of Denver / CWI	Navigation & Supportive Services
Community Works	Navigation & Supportive Services
Construction Education Foundation	Navigation and Industry Awareness
Cross Purpose	Supportive Services
Denver Housing Authority	Navigation & Supportive Services
Denver Workforce Services	Navigation & Supportive Services
E Squared	Job Search Coaching and career workshops
Focus Points Family Resource Center	Navigation & Supportive Services
Grainger	Boots & work wear
Master's Apprentice	Supportive Services
Mi Casa Resource Center	Navigation
Milwaukee Tools	Tools
WorkLife Partnership	Navigation & Supportive Services
Second Chance Center	Navigation & Supportive Services
Servicios de la Raza	Supportive Services

1.3. Employer Resources and Services Vendors

Apex Business Consulting	Employer Services
Black Business Institute	Employer Resources – hiring events
Building Workforce Solutions	Employer Services
Community College of Denver/CWI	Employer Services
E Squared	Employer/ job search services
WorkLife Partnership	Employer Services

**EXHIBIT B-1
BUDGET**

2. General WORKNOW Services Vendors (marketing & recruitment; general administrative)

2.1.

Back Office	Administrative
Black Business Initiative	Community Engagement
Comal	Food Vendor
CREA Results	Community Engagement
E Hijole Tacos	Food Vendor
Grandma's Kitchen	Food Vendor
Maria Empanada	Food Vendor
Meyers Munchies	Food Vendor
Omarya's Catering	Food Vendor
Osage Café	Food Vendor
Prieto's Tacos	Food Vendor
RNR Creative	Communications & Marketing
Terry Liggins	Community Engagement
Tres Girasoles	Food Vendor
Two Sistahs Catering	Food Vendor

STATE of COLORADO

CERTIFICATE of INSURANCE

This certificate is issued as a matter of information only and confers no rights upon the certificate holder. It does not amend, extend or alter the coverage afforded below.

INSURED

The State of Colorado, its departments, institutions, agencies, boards, officials, employees and authorized volunteers (except all entities of the University of Colorado, CSU-Fort Collins, University of Northern Colorado, Colorado Mesa University, Fort Lewis, Adams State University and Western State Colorado University).

INSURED (Re: certificate)

Community College of Denver

SOURCES OF COVERAGE

Cov A... State Risk Management Office

Cov B... State Risk Management Office

All coverages are effective continuously per State Law.

COVERAGES

Self-insured coverages and limits shown on this certificate are those for which the State accepts responsibility pursuant to the Colorado Governmental Immunity, Risk Management, and Workers' Compensation Acts. Notwithstanding any requirement, term or condition of any document to which this certificate may be issued or may pertain, the coverage afforded herein is controlled and limited by the above laws. Commercial coverages are subject to policy terms and conditions.

COV	DESCRIPTION	LIMITS
A	State Self-Insured Liability Fund	Per CRS 24-30-1510(3)(a)
B	State Self-Insured Worker Compensation Fund	Standard Limits (State Law)

PROPERTY LEASES.....: This certificate does not apply to a lease agreement that does not conform strictly to the requirements of CRS 24-30-1510(3)e.

ADDITIONAL INSURED: The Colorado constitution prohibits including certificate holders as additional insureds.

INDEMNIFICATION and HOLD HARMLESS clauses: This certificate applies to such provisions only to the extent permitted by Colorado law; including the Colorado Constitution, the Governmental Immunity Act, and the Risk Management Act.

CANCELLATION

Should any of the above coverage change, the insured State of Colorado will endeavor to mail notice to the certificate holder named, but failure to mail such notice shall impose no obligation or liability of any kind upon the State.

DESCRIPTION OF OPERATIONS to which this certificate pertains:

Contract # OEDEV-202161592-01 - WORKNOW contract activities; Term: 1.1.2023 - 12.31.2023
As required by written contract, the City and County of Denver, its Elected and Appointed Officials, Employees, and Volunteers are included as additional insured.

CERTIFICATE HOLDER

City and County of Denver
Denver Economic Development Office
101 W. Colfax, Suite 850
Denver, CO 80202

Certificate #:

Issue Date: 12/12/22

Attn:

Lisa Valdez, Contract Administrator

Eileen Taylor

AUTHORIZED REPRESENTATIVE

Updated October 2022