

## MSD Photos

### Workforce Development



Workforce development programs work to remove barriers to employment, provide support services, and offer internships and on-the-job training.

#### *Examples*

1. Support programs that provide robust career exploration and summer internships for high school seniors and/or local college students, exposing them to careers in civil and environmental engineering, architecture, environmental planning, construction management, and others.
2. Support programs that partner with local workforce and youth development agencies to develop training curricula for entry-level jobs and provide job placement assistance.
3. Support nonprofit community-based-organizations that provide local residents with training and support services to prepare and place them in careers in the construction and professional service fields.
4. Support programs that provide barrier removal services to employment.
5. Provide in-kind support to local nonprofits (laptops, software) so they can improve the technology skills of low-income, low-skilled workers.

## Economic Development



Economic development programs work to ensure that the businesses and workers that make up the local communities where MSD operates and provides services receive economic benefits from projects.

### *Examples*

1. Offer trainings and courses to small, local businesses and nonprofits.
2. Support programs and organizations that develop small, local businesses and nonprofits in business management.
3. Train small, local businesses on specific scopes of work related to the projects (e.g. estimating, project scheduling, accounting/cash flow management, and communications/graphics).
4. Offer mentorship to small, local businesses and nonprofits to develop their business plans and diversify their funding sources.
5. Support nonprofit community-based-organizations that provide business training and technical assistance to small, local businesses wanting to compete for and participate on contracting opportunities with MSD.

## Education



Education programs are activities and initiatives that support science and engineering curriculum, involve partnerships with local educational non-profits and schools, and take into consideration the priorities of the school district, etc.

### *Examples*

1. Programs that support the advancement of engineering and science education in disadvantaged communities impacted by MSD, e.g. funding the development of ecoliteracy curricula and training for K-12 students located in local public schools.
2. Programs that “adopt a local school” and provide support and resources in the neighborhoods impacted by MSD.
3. Programs that bring the Contractor’s professional staff into the community to effectively engage and promote a culture of science, technology, engineering, mathematics, and civic engagement, such as serving as mentors to students, tutoring, or making presentations in classrooms.
4. Support for scholarship awards to college or to learning experiences for youth.
5. Provide professional design and energy efficiency services to public school districts to support their sustainability efforts, especially in disadvantaged schools.