

Subject: New submission ALBANY Workforce Development Application

Date: Friday, June 30, 2023 at 3:09:11 PM Eastern Daylight Time

From: jnytko@govsol.org

To: jnytko@govsol.org

General Information	
Date of application	06/26/2023
Entity name	Albany Can Code, Inc DBA CanCode Communities
Entity TIN, EIN or Social Security Number	81-2893882
Entity physical address	20 Warren Street Albany, NY 12202 United States Map It
Is the entity's mailing address different from the physical address?	Yes
If "Yes" above, what is the mailing address?	75 Troy Road East Greenbush, NY 12202 United States Map It
Contact Information	
Primary contact name	Annmarie Laneseey
Primary contact title	CEO
Primary contact phone	(518) 331-2831
Primary contact email	annmarie@albanycancode.org
What is the preferred method of contact?	Email
Website (if available)	https://www.cancode.org
Entity Info and Structure	
Which legal structure best describes the entity?	

Nonprofit

What was the date of the entity's establishment?

06/15/2016

If a business, what is the primary function (select best option)

Other (Please Specify Below)

If "Other" above, please specify below

Workforce Training

Have you or the entity ever received any form of COVID-19 relief funds?

Yes

If "Yes" above, please specify type and amount.

PPP loan

Project Information

Please provide a short summary of your proposed project including a project name, general description, total cost, reason(s) why you are pursuing the project and anticipated impact:

CanCode Communities is a nonprofit organization dedicated to increasing access to computer literacy and technology training for underserved individuals in the Capital Region and beyond. Our mission is to break down barriers and change the mindset about who can be a technologist and the opportunities that software and tech jobs bring to our region's economy and families.

We are committed to addressing the lack of diversity in the tech industry by providing training and mentorship opportunities to underrepresented groups, including people of color, women, veterans, and individuals from economically challenged backgrounds. Our programs offer comprehensive training in digital literacy and software development, empowering our students to enter high-paying and in-demand tech careers.

Through strategic partnerships with community colleges, local governments, community-based organizations, and employers, we create a supportive ecosystem that fosters success for our participants. We actively engage employers in curriculum development, ensuring that our students acquire the skills that are in high demand in the tech industry.

Our approach is data-driven, constantly analyzing the impact of our programs and using the insights to shape future initiatives. We track key performance indicators, such as the number of individuals trained, average salary increases, and the diversity of our participants, to measure our success and drive continuous improvement.

General Description: We are proposing to expand the existing Albany Can Code programming to reach a wider segment of the Albany County residents. Our goal is to serve an additional 45 residents per year for the next two years, totaling 90 residents. These residents will be provided with access to our entry-level computer training programs or more advanced software development and IT sector training programs, depending on their existing skills and future career aspirations.

The expansion of our programming is motivated by the ever-increasing demand for coding and IT skills in today's digital economy. We recognize that there is an untapped pool of potential in Albany County that, with the right training, could contribute significantly to the local tech industry and beyond. By increasing the number of residents served by our programs, we hope to reduce the skill gap, promote employment, and stimulate economic growth in the area.

Anticipated Impact: Through this project, we anticipate not only to equip 90 more residents with the requisite coding and IT skills but also to instigate a transformative shift in their employability and career trajectories. By doing so, we expect to see an increase in local tech industry participation and a decrease in unemployment rates among program participants. In the long term, this project will contribute to establishing Albany County as a dynamic hub for tech talent.

Does the project budget have any additional sources of funds?

Yes

I certify that if awarded, ARPA funding will not displace any other project funding

Yes, I certify

Project Description

Identify and describe whether funds will be used in any of the following areas. Check all that apply.

- 2. Expanding an existing program – investment in outreach/ community engagement
- 3. Expanding an existing program – providing tuition or stipends for County residents or /expanding program seats the number of individuals a program can serve
- 4. Expanding an existing program – investment in wraparound services connected to a workforce development program (i.e. childcare, transportation, etc.)
- 5. Expanding an existing program – purchase of equipment

If "2. Expanding an existing program – investment in outreach/ community engagement" above, describe in detail how funds will be used to support.

Outreach Initiatives: A significant portion of these funds will be allocated to developing and executing comprehensive outreach initiatives. These will include:

Digital Marketing and Social Media Campaigns: Using platforms like Facebook, LinkedIn, Instagram, and local online forums to reach potential participants, sharing success stories, providing program updates, and keeping the community informed and engaged.

Local Partnerships: Collaborating with local schools, community colleges, libraries, and non-profit organizations to identify potential participants, host informational sessions, and spread awareness about our program.

Print Materials: Designing, printing, and distributing flyers, posters, and brochures in strategic locations across the county.

Community Engagement Efforts: We also plan to host various community engagement events to foster a sense of belonging and collaboration among our participants and the broader Albany community. This will involve:

Informational Sessions and Open Houses: Hosting regular informational sessions and open houses for interested participants and their families, local educators, community leaders, and others who may be interested in supporting our program.

Workshops and Webinars: Regularly organizing workshops and webinars on topics related to coding, software development, and IT sector trends to keep the community engaged and informed.

Networking Events: Organizing networking events to connect our participants with local tech companies, potential employers, and successful program alumni.

Each of these initiatives requires careful planning, coordination, and resources, all of which will be funded through this grant. By investing in outreach and community engagement, we aim to not only expand the reach of our program but also to foster a strong, inclusive, and interconnected tech community within Albany County.

If "3. Expanding an existing program – providing tuition or stipends for County residents/expand program seats" above, describe in detail how funds will be used to support.

A significant portion of the grant funding will be used to provide tuition support for Albany County residents. By offsetting the cost of the training programs, we aim to remove financial barriers and make our programs accessible to a wider range of participants, particularly those from low-income households or underrepresented backgrounds. Tuition support might cover full or partial program costs, depending on each participant's financial situation and the availability of funds. A portion of the funds will be set aside for the increased operational costs associated with the program expansion. This could include administrative expenses, instructor salaries, utilities, maintenance, and other overhead costs. By utilizing the grant funds in these ways, we aim to make our Albany Can Code programming more accessible and inclusive, increase the number of county residents we can serve, and maintain the high-quality training that our programs are known for.

If "4. Expanding an existing program – investment in wraparound services connected to a workforce development program (i.e. childcare, transportation, etc.)" above, describe in detail how funds will be used to support.

Wraparound services are critical to support program participants, particularly those who might face various barriers to access. One of the primary obstacles that many participants face, particularly those with young children, is

securing reliable and affordable childcare. A portion of the grant will be allocated to provide childcare support, either by establishing a partnership with local childcare providers who can offer discounted services to our participants or by setting up on-site childcare stipends, if feasible and appropriate.

Transportation can be another significant barrier for individuals looking to participate in our programs. We plan to use the funding to provide transportation stipends or establish shuttle services to and from our training locations, as needed. We'll explore partnerships with local public transportation services to offer reduced fare or free passes for our participants.

To ensure the success of our participants beyond the program, we plan to invest in career counseling and job placement services. This will involve hiring a full time career services advisor. These services will guide participants in translating their new skills into employment opportunities and provide support throughout the job application process.

Additionally, life's unexpected challenges should not derail the progress of our participants. A portion of the funds will be reserved for creating an emergency fund that participants can access in case of unexpected hardships, such as loss of income, medical emergencies, or other unexpected expenses. To ensure our participants are well-fed and able to focus on their learning, we will consider providing meal stipends to participants in need.

Investing in these wraparound services will enable us to provide a comprehensive support system for our participants, addressing common barriers to participation and success in workforce development programs. By ensuring that our participants can focus on their training without undue hardship, we anticipate higher-than-average program completion rates and more successful transitions into employment in the tech industry.

If "5. Expanding an existing program – purchase of equipment" above, describe in detail how funds will be used to support..

Access to technology is also a critical need for our training programs. A portion of the grant will be allocated to purchase laptops for our participants. We will prioritize participants who do not have access to a reliable computer at home. By providing laptops, we are ensuring that all program participants have the essential tools they need to participate fully in our coding and IT training programs. We will work with computer refurbishers that meet the technical specifications required for our training programs, ensuring that participants can effectively learn and practice their coding skills. We also recognize that reliable internet access is as important as having a good computer for online learning and coding practice. Therefore, part of the grant will be used to provide internet access for our participants. This could be in the form of providing mobile hotspots to those who don't have stable internet connections at home.

By investing in equipment like laptops and internet access, we're breaking down major barriers to participation and success in our programs. We're ensuring that all participants, regardless of their economic background, have the essential tools they need to learn, practice, and ultimately find employment in the tech industry.

Describe your organizations experience as a provider of workforce development/ training opportunities, including any experience in Albany County.

Albany CanCode, since its inception in 2016, has built an extensive and impactful operation history within Albany County. We've established a close collaborative relationship with the City of Albany Office of Youth and Workforce, serving hundreds of county residents through our comprehensive youth and adult training programs. In addition, our efforts have significantly influenced local employers, providing them with a pool of skilled and ready-to-work tech professionals. A testament to our impact comes from one of our Albany County employer partners, Kathleen Pingelski of MicroKnowledge Inc.:

"I have experienced firsthand the remarkable value that Albany CanCode drives through its quality training. When we faced a staggering 75% revenue decline at the height of the pandemic and were on the brink of closure, an opportunity emerged to provide tech-support services to aid New York State's contact tracing efforts. This daunting task involved supporting 20,000 users, including epidemiologists and state & city health department employees. To meet this immense challenge, we needed to scale quickly and add 10 new employees to our team. Albany CanCode responded promptly to our need, supplying 25 qualified candidates within a day. We eventually hired 8 CanCode alumni to support the contract, and later added 3 more for a similar project in Colorado. Over the course of these two-year projects, Albany CanCode proved to be an indispensable partner. At the end of the contracts, we were able to permanently hire 5 CanCode-trained individuals. I credit Albany CanCode as a key factor that enabled us to fulfill each contract, stay in business, and continue our growth trajectory during a critical period."

Our efforts, reflected in such successful partnerships, stand as proof of the profound and lasting impact Albany CanCode has on Albany County's workforce development and tech industry ecosystem. We recognize the national shortage of qualified technical workers and the lack of diversity in the workforce. Locally, Capital Region employers – application developers, software-as-a-product companies, institutions in health care, education, and government; and marketing agencies – all operate in constant hiring mode. We estimate that around 2,000 software and IT jobs

annually are posted in the region. Albany County and the Greater Capital Region are not immune to these challenges, with employers constantly hiring for software and IT positions. We collaborate with talent, educators, and employers to bridge the gap between employers in need, non-traditional talent with potential, and local educators who can provide relevant training.

While universities including RPI, U Albany, Union, and Siena produce 4-year degree holders in Computer Science, graduates generally leave the area to seek employment in more vibrant software communities such as Silicon Valley, New York City, Austin, Seattle, or Boston. Meanwhile, local people with an aptitude for software and IT but without college degrees or technical training can be equipped through targeted courses lasting weeks or months to learn essential scripting languages and tools for entry into the workplace cultures and roles that local employers need.

Our program has a significant impact on trainees, employers, and the community, generating immediate and long-term effects. In our first five years, we achieved compelling results that affirm our inclusive approach to technology training. Students self-reported an annual salary increase surpassing \$19,000, consistently exceeding both the mean and median values. Research conducted by Professor Arindem Mandel from Siena College confirms that completing our program yields a return on investment nearly 12.5 times the initial cost. With an average income increase of \$19,000, participants can expect on average over \$200,000 in additional earnings over a 10-year period. It is worth noting that 95% of our trainees, predominantly low-income individuals, receive free training.

Albany CanCode is deeply committed to our community's success. We envision a future where everyone, regardless of their background, has the opportunity to thrive in the digital age. We firmly believe in the potential of every individual and aim to break down barriers and create opportunities for success. By empowering our trainees and fostering belief in their abilities, we aim to create a more inclusive and equitable technology field and education system. Through strategic partnerships, data-driven approaches, and a focus on empowerment, we are making a lasting impact on individuals, families, and the entire community. Together, we are building a brighter future where digital literacy and tech careers are accessible to all.

We work locally with talent, educators, and employers to invent new solutions to an entrenched system, namely the disconnect between three points:

- employers who need particular skills;
- non-traditional talent who can build those skills; and
- local educators who could be teaching those skills.

Our operating model supports this mission as we work within these three sectors critical to developing a talent pipeline from marginalized communities. Yet our greatest value – and one fundamental gap that we need to understand better – is the amount of work we do to bridge the gaps between the sectors. In other words, our region will have a talent-fueled, vibrant tech sector when employers, K12, and workforce training sectors come together to: a) share theory and practice on how local talent can be spotted, trained, and hired for jobs in technology; b) cultivate a mindset about who can work in technology, and what pathways to that work are effective, that are more open, practical, and inclusive than what currently exists.

List any project partners, their role, and any funding they will receive (please note project partners may also be subject to compliance and reporting requirements).

Partners: Trinity Alliance & AVillage Inc

Role: Trinity Alliance will serve as a key partner in our training wraparound support services efforts using their continuum of care model. Given their long-standing presence in Albany County and their deep connections within the community, they will assist us in identifying potential program participants. They will also be integral in providing wraparound support services for our trainees, ensuring they have the necessary resources to successfully complete their training. AVillage, Inc will also play a crucial role in our project. Similar to Trinity Alliance, they will assist with recruitment efforts, reaching out to communities within Albany County to identify potential trainees. In addition, AVillage, Inc will provide ongoing support to our trainees throughout the duration of their training, ensuring they have the necessary resources and support to succeed.

Funding: \$50,000 per organization

Please note that both Trinity Alliance and AVillage, Inc understand their potential compliance and reporting responsibilities in the context of this project. We will ensure all project partners are fully aware of these responsibilities and will work closely with them to ensure all requirements are met.

If an award is made, describe how Albany County residents will benefit. Use specific metrics where possible (e.g. number of individuals sectoral job training programs).

If awarded, this grant will have a direct and significant impact on Albany County residents, specifically in the area of tech industry training and employability. Our program aims to serve a total of 90 Albany County residents over a two-year period. Here's how we plan to distribute the training:

Software Sector Training: We will provide training to 45 individuals, equipping them with the skills and knowledge necessary to secure employment in the growing tech industry. Our participants will learn various software development languages and tools, enabling them to fill in-demand roles in the Capital Region's tech sector. The impact of this training is twofold: it increases the employability of the individuals and provides local employers with a pool of skilled tech professionals, promoting local economic growth.

Beginner Computer/Digital Literacy Training: Another 45 individuals will benefit from our beginner computer and digital literacy training. This program aims to empower individuals by providing them with basic digital skills, which are now essential in almost every sector. With this training, participants will be able to confidently navigate the digital world, increasing their employability and enabling them to participate more fully in our increasingly digital society.

Furthermore, Albany County residents will benefit indirectly from the grant. With more residents trained in digital literacy and software development, the county will boast a more diverse and skilled workforce, attracting further investment and job opportunities from the tech industry. Plus, participants' improved employment prospects and potential income increase will have positive ripple effects on their families and communities, further contributing to the overall wellbeing of Albany County.

In terms of long-term impact, our past success suggests that many of our program graduates will secure employment within the tech industry. As an example, MicroKnowledge Inc., one of our employer partners, was able to hire multiple Albany CanCode graduates to fulfill their contract needs, ultimately retaining several of them as permanent employees. This grant will allow us to replicate and amplify this success, creating more such opportunities for Albany County residents.

In order to be eligible for ARPA funding, programs must serve low-to-moderate income households/communities (classified as 350% of the Federal Poverty Level) or households that experienced unemployment during the COVID-19 pandemic. Please describe specifically how your proposal will benefit unemployed or underemployed individuals meet this requirement and how you will verify this to the County.

Albany CanCode is committed to ensuring that our programs are accessible and beneficial to individuals from low-to-moderate income households or those who experienced unemployment during the COVID-19 pandemic. Here's how we plan to meet this requirement:

Targeted Outreach and Recruitment: We will be partnering with local community organizations such as Trinity Alliance and AVillage, Inc., which are deeply connected with low-to-moderate income communities and have a track record of working with unemployed or underemployed individuals. These partnerships will enable us to effectively reach out to and recruit eligible individuals for our programs.

Program Design: Our programs are specifically designed to serve individuals who are unemployed or underemployed. The beginner computer/digital literacy training and the software sector training are tailored to equip participants with in-demand skills that can significantly enhance their employability in today's digital economy. For individuals who have been unemployed due to the pandemic, these programs will provide them with an opportunity to re-skill and re-enter the workforce in a resilient sector.

Income and Employment Verification: To verify eligibility based on income or employment status, we will require proof of income such as pay stubs, tax returns, or a letter of unemployment benefits from applicants during the registration process. We will also ask applicants to provide a statement of unemployment or underemployment due to the COVID-19 pandemic, if applicable.

Ongoing Monitoring and Reporting: We will maintain records of all program participants, including their income and employment status at the start of the program, and regularly report this information to the County, as needed. We will also track participants' progress and employment outcomes after completing the program, providing further evidence of our program's impact on this target population.

By reaching out to, recruiting, and serving low-to-moderate income individuals and those who experienced unemployment during the pandemic, our proposed project will not only meet the eligibility requirement for ARPA funding but also contribute significantly to workforce development and economic recovery in Albany County.

How Will You Track Performance Goals And Define Success? Include at least two Key Performance Indicators and expected annual outcomes/impact during the reporting period (September 2023 - December 2026).

In five short years, CanCode has gone from ground zero to:
Thousands of young people who have come to see themselves as aspiring coders and K-12 teachers prepared to deliver technology training in classrooms;
Hundreds of adult learners who have been accepted, funded, and enrolled in Digital Literacy and Software Training classes;
Over 50 employer, educator, and community allies we engage with to brainstorm, pilot, measure

and refine programs to build a diverse and talent fueled technology pipeline;
 Nearly 30 employer mentors from local tech and recruitment companies who show up to mentor each year;
 Dozens of public school administrators and teachers who support K-12 coding-for-all programs in their schools;

We track a number of board-directed Key Performance Indicators (KPIs) on a monthly basis to help us analyze our program's impact. Throughout the course of our programs, we keep track of a specific set of data points that help guide us in shaping future programs. These KPIs directly correlate to Framework Indicators of Economic Mobility and Youth Success.

Some examples of the key performance indicators we will track are as follows:

Total number of adults supported through technology the Albany County ARPA Grant Workforce Training program by 2025: 45

Number of Digital Literacy trainees served by 2025: 45

Average salary increase self-reported upon 90 days following program completion in 2019: \$20,000

What is the proposed project start date?

September 1, 2023

What is the anticipated date of completion?

December 31, 2025

Please provide key project milestones inclusive of the anticipated timelines and descriptions

Milestone	Anticipated Date	Task Description
Milestone 1: Securing Grant Funding		Our first milestone is securing the grant funding, which will allow us to expand our programming and serve more Albany County residents. This will involve submitting the grant application, answering any follow-up questions from the County, and finalizing the funding agreement if our application is successful.
Milestone 2: Partnership Agreements		We will formalize our partnerships with Trinity Alliance and AVillage, Inc., outlining each party's roles, responsibilities, and funding allocations. These partnerships will support our recruitment efforts and the provision of wraparound services to our program participants.
Milestone 3: Program Development		We will adapt and expand our existing programs to meet the needs of the additional participants. This will include developing or updating curriculum materials, scheduling training sessions, and scheduling instructors.
Milestone 4: Recruitment		With the assistance of our community partners, we will start recruiting eligible Albany County residents for our training programs. This will involve outreach activities, application processing, participant enrollment and technology setup.
Milestone 5: Program Launch		The launch of our expanded training programs marks a significant milestone. At this point, all selected participants will begin their respective training courses.
Milestone 6: Mid-Program Review		Around the midpoint of the program, based on Key Performance Indicators we will conduct a review to assess participants' progress, get feedback, and make any necessary adjustments to the program.
Milestone 7: Program Completion		This milestone marks the completion of the training programs. We will celebrate the participants' achievements and continue supporting them in their job search if they are in the software sector training program.
Milestone 8: Post-Program Follow-up and		After the completion of the program, we will conduct follow-ups with participants to track their employment outcomes. We will also compile and submit a final report to Albany County, detailing our program's impact and how the grant funding was used.

Describe how the funding will support a sustainable workforce development initiative that will continue to serve Albany County residents after ARPA funds have been exhausted.

While the ARPA funding is crucial to kick-start the expansion of our programs, the skills gained, the relationships formed, the increased employability of our trainees, and the ongoing employer interest in our graduates will all contribute to a sustainable workforce development initiative that continues to serve Albany County residents long after the ARPA funds have been exhausted.

Skill Development: The skills and knowledge acquired by the trainees during our programs do not expire with the funding. Once our trainees have been equipped with software development and digital literacy skills, they will continue to benefit from these abilities in their future professional endeavors.

Community Partnerships: By partnering with Trinity Alliance and AVillage, Inc., we are building sustainable community relationships that will continue to be beneficial even after the funding period. These partnerships strengthen our recruitment efforts, create community support systems for our trainees, and ensure continuity of our programs.

Increased Employability & Employer Partnerships: As our past experience shows, many of our trainees gain employment in the tech or other sectors after completing our programs. This increase in local tech talent not only benefits the individuals but also contributes to a more robust tech sector in Albany County. These employment outcomes are likely to attract more investment in local tech businesses, potentially leading to further job creation. The success of our program graduates in the workplace fosters ongoing relationships with employer partners like MicroKnowledge Inc and others. Their continued interest in hiring our program graduates provides a sustainability element as it generates more opportunities for future participants.

Scalable Model: Our model for delivering training programs is scalable and replicable. Additionally, the success of our programs could attract future funding from other sources.

Alumni Network: Graduates from our programs form a supportive alumni network. They can mentor and provide practical advice to new trainees, contributing to the sustainability of the program.

Explain why arpa funds are needed to complete the project. Would the project be possible either without arpa assistance or assistance to a lesser degree?

Despite the potential to execute a version of our project with lesser assistance or even without ARPA funding, it would inevitably face limitations in its scope, reach, and sustainability. ARPA funding plays a critical role in empowering us to craft and deliver a comprehensive program that has the capacity to impart a significant and enduring impact on the residents of Albany County.

Our partnerships with deeply rooted community-based organizations in South End, West Hill, and Arbor Hill neighborhoods are integral to our project's success. Establishing 'continuum of care' partnerships and providing wraparound services in alliance with our partners, Trinity Alliance and AVillage, is a crucial component of our project.

These collaborations bolster our commitment to serving the community and help ensure our program is both accessible and beneficial to residents, thereby contributing to the county's workforce development significantly. The ARPA funding is key to expanding the reach of our programs, allowing us to serve more Albany County residents and equip them with essential digital literacy and software development skills.

The ARPA funds are indispensable for undertaking effective outreach and community engagement efforts; without such funding, we might fall short of reaching numerous potential participants, especially those from low-income households or those impacted by unemployment during the COVID-19 pandemic.

Are you a Workforce Development/Training Provider?

Yes

If "Yes" above, describe the industry or industries served by this program. List any specific companies who you will be partnering with.

The challenge we are trying to address and is the cornerstone to our mission is changing the mindset in the Capital Region about who can be a technologist and about what software and tech jobs overall mean for our region's economy and families. According to the NYS Department of Labor, before the Covid-19 pandemic, the Capital District region alone was expected to experience 13% growth in employment opportunities in computer-related occupations between 2018 and 2028. This translates into approximately 2350 new positions by 2026. That number will likely be much higher, given the massive acceleration of digital adoption that continues to occur through the

pandemic. These jobs are high-paying with ample opportunity for advancement, but there is an extreme lack of diversity in the field. In 2016, 7.2% of people working in computer occupations were Black [census.gov]. In 2018, only 6% of employees and only 0.8% of executives and senior managers working at Apple were Black. This lack of representation continues along gender lines with women in only 26% of computing jobs. Black women hold only 3%, Asian women 6%, and Hispanic women 2% [techmonito.ai] of technology jobs. While the tech sector struggles with a lack of diversity, the digital skills gap in the US is becoming more apparent, with more than two-thirds of all workers in the US lacking key digital skills. Nationwide, 13% of all workers have no digital skills and 18% have limited skills. Roughly 50% of these workers are in low-earning jobs [nationalskillscoalition.org].

As noted earlier in our application, in the past five years, our average wage increase for students who have completed our programs and self-reported via survey or interview is over \$20,000 per year, demonstrating the opportunity for individuals to increase their earning potential and economic prosperity through technology training. According to our local Workforce Development partners, this wage increase is exceptional to what they see in other sectors. Students report that their career advancement has allowed them to do things they never thought possible, such as buying a house. These advances can counter the impacts and barriers of systemic generational poverty in a person's life. Our participants also reflect the future of a more diverse tech community: 70% are BIPOC and/or women.

A shining example of one of our success stories is Jamal, who was a Navy veteran of color. Prior to enrolling in a CanCode program, Jamal struggled to financially support his growing family. After completing our program, Jamal received two web developer job offers and is now a successful software engineer who has returned to teach within our program.

The training we provide in IT, software, and other tech sector skills equips our participants with invaluable technical abilities. These skills have broad applicability in our increasingly digital economy, paving the way for diverse career paths not only within the tech industry but also in various other sectors that recognize the essential role of technology in their operations. While many will go on to use their skills to become software developers, others seek entry and mid-level careers in software-adjacent roles such as tech support, customer service, data analysis, quality assurance, technical writing, and project management. For those who become software programmers, demonstrating competency in one programming language is enough to receive entry or mid-level on-the-job training with an employer who needs more than that one language. Major Capital Region employers of workers with software-IT skills frequently referencing these roles in their job postings include Accenture, Auto/Mate, Transfinder, Blizzard Entertainment, GE, MVP Healthcare, Zones Infrastructure, and Jahnel Group.

Additionally, CanCode develops curriculum based on feedback from employers. We hold regular employer roundtables where employers discuss their hiring needs and share the most in-demand technologies they are looking to hire for. For example, our Python for Data Analytics program was built on input from individuals at GE and MVP Healthcare. The instructors who build our JavaScript and User Experience classes are working professionals who structure the curricula based on the skills they use daily in the workplace.

Are you a company?

Yes

If "Yes" above, describe the specific training you will be providing to employees and how the skills are transferrable to the broader industry sector.

Our training programs at Albany Can Code are designed to equip participants with a range of valuable skills, focusing primarily on digital literacy, software development, and IT principles. These are key skills within the tech industry, but they are increasingly important in virtually all sectors as the digital economy continues to grow and evolve.

In the digital literacy program, participants learn about computer basics, internet navigation, digital safety, and digital tools for collaboration and communication. These skills can be transferred across all industries as they become prerequisites for most jobs in the modern economy.

In the software development and IT sector programs, participants are trained in various programming languages, web development, data management, and IT problem-solving. While these skills are directly applicable to jobs in the tech industry, they are also transferable to a wide range of sectors. From finance and healthcare to retail and education, virtually all industries require some level of tech proficiency.

In addition to these technical skills, our training programs also emphasize important soft skills such as critical thinking, problem-solving, and teamwork. These skills are universally valued in the workforce, making our program graduates well-equipped to excel in a variety of roles across the industry spectrum.

Overall, our training programs are designed to not only meet the immediate needs of the tech sector but also to

provide a foundation of transferable skills that will serve our participants well in any industry.

At the top of this page is a downloadable project budget. Please download the budget form and upload it here.

- [ARPA-Workforce-Budget.pdf](#)

If you are funding a multi-year initiative, please provide a breakdown of funding level per year below:

2023	2024	2025	2026
84,969.92	169,939.84	169,939.84	

Is any upfront funding needed to successfully implement your proposed project?

Yes

If "Yes" above, please explain how much and why

Yes, upfront funding ideally would be useful to successfully implement our proposed project. We request an initial amount of \$42,484.96, which is half of the total \$84,969.92 budget for the first quarter. This funding will provide vital support for cash flow purposes and allow us to promptly initiate the project activities. Having access to these resources at the start of the project is crucial to ensure that we can efficiently and effectively launch our programming and provide our trainees with the quality training and services they need.

Explain why ARPA Funds Are Needed to Complete the proposed program/project. Would the proposal be Possible Without ARPA Assistance? Describe how your proposal would be impacted if you are awarded a smaller grant than requested?

ARPA funds are critical to realize the full potential of our proposed project. They allow for expanded program capacity, provision of necessary resources, crucial wraparound services, and effective community engagement. While our commitment to the mission remains unflinched, without ARPA assistance, the project's scale, reach, and efficacy would be constrained. If we receive a smaller grant than requested, the number of residents served, the extent of our wraparound services, and the effectiveness of our outreach could be limited. However, we would utilize any awarded funds to their maximum potential to best serve Albany County residents.

Provide any additional project related information you feel may support your application (optional)

- [LOS-Innovation-Blocks-for-Albany-CanCode_01.pdf](#)

Tax Information

Please upload Federal tax returns for 2019

- [990_ALBANYCANCODE_2018-2019-2.PDF](#)

Please upload Federal tax returns for 2020

- [990_AlbanCanCode_2019-2020-3.pdf](#)

Please upload Federal tax returns for 2021

- [CanCode_990_2021.PDF](#)

Risk Assessment

Has the entity adopted and/or implemented policies relating to: records retention, conflict of interest, code of ethics, and/or nondiscrimination policies?

Yes

If "Yes" above, what policies have been adopted?

Conflict of Interest, Nondiscrimination and Code of Ethics policies

Is the entity properly licensed or certified by a recognized source ?

Not applicable

Does the entity have a financial management system?

Yes

If "Yes" above, please describe the financial system, its capabilities and how it will help to track the proposed project.

Quickbooks and Microsoft Excel

Has there been any change in the entity's key staffing positions in the last 2 years?

No

Has the entity previously done work for or received funds from the Federal government (i.e. Is the entity experienced in managing Federal funds)?

No

The County is careful about identifying and avoiding conflicts of interest, especially with grants awarded through the County. A conflict of interest arises when a person's self-interest and professional interest or public interest intersect. In this situation, there is the potential for biased professional judgment and lack of objectivity which creates a serious conflict when one of the interests can benefit financially or personally from actions or decisions made in the official capacity. A conflict of interest exists whether or not decisions are affected by a personal interest; there only needs to be the possibility of bias for a conflict. If your organization knows of a possible conflict of interest with your application for funds please disclose that information here. Otherwise write "None."

None

Certifications

US Treasury Reporting & Compliance Acknowledgment 1

- I Have Been Provided a Copy and Understand the U.S. Treasury's Compliance and Reporting Guidance for State and Local Fiscal Recovery Funds (see link or PDF included at the top of page)

US Treasury Reporting & Compliance Acknowledgment 2

- Should the County Allocate ARPA Funds, I am Able to and Pledge to Adhere to ALL Compliance and Reporting Requirements of the U.S. Treasury as it relates to any State and Local Fiscal Recovery Funds

US Treasury Reporting & Compliance Acknowledgment 3

- I Understand the County Will Contact me if/when Additional Information is Needed and that Information will be Promptly Provided to the County to Support Reporting Requirements

US Treasury Reporting & Compliance Acknowledgment 4

- If for Any Reason I am Unable to Comply with the U.S. Treasury's Compliance and Reporting Requirements I will Immediately Notify the County in writing by email or letter

US Treasury Reporting & Compliance Acknowledgment 5

- All Information Submitted in this Application is True & Accurate

Electronic Signature Agreement

I agree

By checking the "I agree" box below, you agree and acknowledge that 1) your application will not be signed in the sense of a traditional paper document, 2) by signing in this alternate manner, you authorize your electronic signature to be valid and binding upon you to the same force and effect as a handwritten signature, and 3) you may still be required to provide a traditional signature at a later date.

Type Name Below

