



A Resource List

BROWN BAG LUNCH SERIES

The Brown Bag Lunch Series is a monthly webcast held at the lunch hour and made possible through support from The Home Depot Foundation and USDA Forest Service. The goal is to provide training opportunities for local urban and community forestry practitioners. The trainings highlight successful programs and practices that you may want to adapt in your communities. Webcasts are open to all.

Correctly planting and protecting trees is a good thing to do. However, planting and protecting trees also requires coordinating time and resources. ACT minimizes such requirements by sharing the innovative ideas and organized approaches of successful projects and models for members to replicate. We invite you to join the Alliance for Community Trees for more ways to get involved. Together, we create a strong voice on behalf of the urban forest and make a great difference in the health, beauty, and livability of our communities. We strengthen communities by offering action-oriented approaches that bring people together around a common purpose.

TOPIC

The green industry is a \$40 billion market and increasing quickly. In many sectors of the green industry, including tree care, there is a job for every trained worker available. Some communities have caught on and are offering adult workforce training to expose high school graduates and at-risk young adults to these career opportunities. Particularly, the partnership between urban youth and trees diversifies the green industry's work force and makes green areas more accessible to urban communities. Programs for teaching and employing formerly incarcerated youth and adults in the growing green economy can help reduce social and economic imbalances while also cleaning and greening our cities.

More information at:

- http://actrees.org/site/resources/events/green_jobs-_part_i_adult_workforce_training.php
- http://actrees.org/site/resources/events/putting_the_green_back_into_green_jobs_part_i.php
- http://actrees.org/site/resources/events/green_jobs-_part_iii_from_incarceration_or_pr.php

TRAINERS

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Rita Renée Toll-DuBois

Renée returns to Eagle Eye as Executive Director, having worked in 1997 to expand their signature Learn About Forests™ programs. She founded the Boston Urban Stewards, a community based out of school time program for middle and high school students focused on increasing community awareness and involvement in the care of the urban forest. A certified middle school science teacher, Renée taught several years in the Cambridge MA public schools after graduating from Harvard University Graduate School of Education and Hampshire College. Her passion addressing racial justice, positive youth development, and environmental sustainability finds fertile soil in the work of Eagle Eye.

Karen Brook

As Field Coordinator at Trees Forever, Karen coordinated the Growing Futures program for Four Oaks of Iowa in Cedar Rapids in 2006, and for Four Oaks, the Iowa Juvenile Home in Toledo and Metro High School in Cedar Rapids in 2007. Karen has a Master of Science in Resource Development from Michigan State University and a B.S. in Natural Resources and Environmental Sciences from the University of Illinois at Urbana-Champaign. She has extensive experience coordinating programs with students and volunteers of all ages.

B.J. Cordova is the Director of Programs at Tucson Clean & Beautiful, of which Trees for Tucson is a flagship program. B.J. has also served as Recycling Education Coordinator and Director of Development and Community Outreach at Tucson Clean & Beautiful, and has coordinated the Adopt-a-Park program. Tucson Clean & Beautiful is a non-profit whose mission is to preserve and improve the environment, conserve natural resources, and enhance the quality of life in the City of Tucson and eastern Pima County, Arizona. The organization's activities include educational and participatory programs implemented with broad citizen, multi-culture support.

Dr. Mary Washington

Mary is Parks & People Foundation's Associate Director of Great Parks, Clean Streams & Green Communities and a Co-Principal Investigator of the Baltimore Ecosystem Study. In this role, she manages Community Greening & Environmental Education Programs, is the lead developer of the Green Career Ladder and Workforce development programs, and facilitates relationships between BES, community groups, and governmental organizations. Her training in sociology and population statistics have stimulated her work in community organizing and neighborhood greening efforts. Mary has a Ph.D. from Johns Hopkins.

Annette Williams is the coordinator for the Bronx Environmental Stewardship Training (B.E.S.T.) program, formerly known as River Heroes. She recruits and trains South Bronx and NYC residents in restoring and maintaining the Bronx River, NYC Parks and Gardens, she provides job readiness training, and she advocates for environmental justice. She came to Sustainable South Bronx after 7 years with the New York Restoration Project in Manhattan where she served as Vice President of Community Outreach and Programming.

Nancy Wolf

Nancy is an independent consultant now facilitating a number of urban forestry-related projects in New York City. She is the Facilitator and Organizer of the New York City Arbor Day/John Bowne High School Nursery Project, and is Co-Facilitator of Green Horizons and Green Futures, both environmental career days held in October of each year. Nancy has been active in the environmental education field for over 30 years and was previously the Executive Director of the Environmental Action Coalition and the NYS Urban and Community Forestry Council. She is a graduate of Johns Hopkins University in Baltimore and received her professional teacher training at the College of William and Mary.





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OVERVIEW

Green is so hot. As Paris Hilton might say, it's the new hot pink. Everywhere you look from the Superbowl ads to Wal-Mart, from the gas pump to electric bills, everyone is talking and thinking green.

And green is many things. The burgeoning green economy is about renewable energy, recycling, green building construction, pollution clean-up technologies and services, pollution control technologies and services, engineering, finance and more - and it generated about \$265 billion and employed 1.6 million people in the United States in 2005.

This booming green economy is also creating good green jobs and plenty of greenbacks. We are at the brink of a new industrial revolution, but this time, it's green. Consumers are looking for green products. About 63 million adults, nearly 30 percent of our population, now take products' impacts on the environment into account when making purchases- a market that is projected to hit \$1 trillion a year in sales by 2020.

The jobs being created in this new industry sector are great green jobs and, they are multiplying. A search of some of the many websites that carry help wanted notices for jobs in environmental professions have current listings for design engineers, construction managers, technical support, sales, paralegals, chemists, project management, safety coordinators and administrative assistants - all in green technology. Some universities have set up joint MBA and environmental science masters degree programs to train professionals for good jobs in the growing green economy.

As elected officials consider crafting energy policies and investment strategies, they should keep in mind the potential jobs on the line. The prize here is a sound green economy, more green jobs and lots of greenbacks for workers and investors. And that's hot.

NEWSROOM

Cities Cultivate Two Types of Green (New York, NY)

By Marisol Bello

Squatting on the roof of a row house with a panoramic view of the sewage plants and warehouses that surround the South Bronx, James Wells sounds like a tree-hugger. He photographs the progress of seedlings he planted on the roof, one of his first "green roof" installations, and explains how roofs covered by soil and plants, more trees on the ground, and cleaner parks are key to fighting the pollution that overwhelms the neighborhood. As he speaks, a pungent rotting smell emanates from a sewage plant.

More information at: http://actrees.org/site/news/newsroom/cities_cultivate_two_types_of_green.php

Shovel-ready projects that create jobs (New York, NY)

By Lawrence C. Levy

Investing in urban greenery creates jobs and enhances housing value. Now that the federal stimulus money has started to flow, the nation's governors and local officials shouldn't overlook investments in neighborhood ecosystems that could put thousands of people to work now and improve the health of communities for generations. Spending billions of dollars on green restoration in urban and suburban downtowns and along highways will create jobs for everyone from high school students to research scientists, from people comfortable swinging a shovel or sitting at a computer.

More information at: http://actrees.org/site/news/newsroom/shovel-ready_projects_that_create_jobs.php





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SUCCESS STORIES

Parks & People Foundation (Baltimore, MD)

Parks & People Foundation has a wholesale tree nursery business specializing in native tree species that thrive in urban environments in the mid-Atlantic. It's called Chesapeake Trees. The operation is able to grow 6,000 native and hardy trees per year and sell them containerized at 2-2.5 inch caliper, the scale that multiple nursery sites require. However, this tree nursery is particularly appealing because of the social, economic, and environmental benefits that it provides: jobs, educational opportunities, community garden space, and cleaner air and water are among the most important benefits.

More information at: www.parksandpeople.org

Trees New York (New York, NY)

Trees New York offers a Citizen Pruner Tree Care Course that trains adults and teenagers in tree care and pruning. Participants take a final exam that certifies them to legally do certain work on trees owned by the City of New York. Trees New York connects graduates with community and neighborhood groups who need their assistance. In New York City where there is limited money for tree maintenance but significant need, this provides a tremendous benefit. More information at: http://actrees.org/site/what_we_do/success_stories/citizen_pruner_tree_care_course.php

Mile High Million (Denver, CO)

In an effort to reduce residential energy costs and provide job training for military veterans, The Mile High Million has teamed up with Veterans Green Jobs to plant trees in neighborhoods across Denver. Funded as part a grant from the U.S. Department of Energy to improve community energy efficiency through the City's Greenprint Denver programs, the Trees for Energy Savings program will strategically plant 4,600 trees to shade homes and other structures to reduce energy usage and lower energy bills for residents. The program also strives to spur economic growth by creating jobs and providing job skills to military veterans.

More information at: http://actrees.org/site/news/newsroom/denver_tree_program_trains_veterans_to_be_urb.php

City of Washington and Washington Parks & People (Washington, DC)

In September 2009 the D.C. Department of Transportation's Urban Forestry Administration (UFA) won \$2.8 million in stimulus funding for projects that could create up to 400 full and part-time jobs. DDOT, in partnership with the nonprofit Washington Parks & People, will use about \$2.7 million to create an entity that provides a city-wide gateway to 50 different green career tracks in urban and community forestry, forest-based ecosystems and watershed restoration, said DDOT. The entity- called DC Green Corps- will be based at the new Marvin Gaye Community Greening Center in the Watts Branch sub-watershed of the Anacostia River. DDOT, along with the D.C. Department of the Environment, also received \$90,000 for the Mayor's Green Summer Job Corps. Under the program, about 100 D.C. teenagers will work with UFA's tree teams in such areas as data collection and maintenance of trees.

More information at: http://actrees.org/site/news/newsroom/dc_to_create_green_jobs_with_stimulus.php

The Greening of Detroit (Detroit, MI)

The first orientation session for a green jobs training program in southwest Detroit drew 40 unemployed or underemployed individuals wanting to taking advantage of the free program in May 2010. Three training programs are available in this program organized by Detroit GreenWorks Solutions: weatherization through WARM Training, organic gardening through Urban Farming, and landscaping/forestry through The Greening of Detroit. Detroit GreenWorks Solutions is funded through the "Pathways Out of Poverty" initiative launched by the U. S. Department of Labor using federal "stimulus" dollars. GreenWorks has a \$4 million grant to train and place at least 360 individuals in green jobs over the next two years.

More information at: http://actrees.org/site/news/newsroom/hopeful_applicants_attend_first_green_jobs_tr.php





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SUCCESS STORIES- Youth

Magnolia Tree Earth Center (Brooklyn, NY)

New York operates two programs that teach school-age children about green jobs: Green Horizons is for middle school students and Green Futures for juniors in high school. Green Horizons, underwritten by Bartlett Tree and ConEdison, presents 20 different "stations" for approximately 200 participants, and the idea is just to make students aware of job possibilities. Green Futures, underwritten by the Forest Service, presents 10 different "stations" such as solar energy and green architecture, in addition to 10-15 colleges and governmental agencies. It reaches approximately 150 students from four high schools. The program helps kids continue with a green education or move into the green workforce. More information at: www.magnoliatreeearthcenter.org/

Eagle Eye Institute (Somerville, MA)

Eagle Eye Institute's Green Industry Career Pathway is a transformational program for YouthBuild students that bridges interested participants to careers in arboriculture and the green industry. The program opens the eyes of urban youth to green careers by involving them in hands-on, interactive programs to raise awareness, build knowledge, and develop marketable skills. By December 2008, Eagle Eye expects to publish a guidebook on their workforce development programs that can be used by other nonprofits as a resource in developing similar programs. More information at: www.eagleeyeinstitute.org

Trees Forever (Marion, IA)

Growing Futures is an active, hands-on educational program that provides opportunities for participants to develop skills in leadership and cooperation. Each week the young women and men in the program have the opportunity to explore a new natural resource or environmental career field and grow as individuals through related service projects. More information at: www.treesforever.org

Tree Trust (St. Paul, MN)

Tree Trust has created a fee-for-service, landscape services division to provide earned income to help support the operational costs of its other programs. Projects provide training opportunities for unemployed young adults to learn skills that help them become independent and self-sufficient. This program is an excellent example of a social enterprise where an organization markets its services to help fund its mission. More information at: www.actrees.org/site/stories/landscape_services.php

Friends of the Urban Forest (San Francisco, CA)

Friends of the Urban Forest (FUF), in conjunction with three other local nonprofits, operates a youth program that takes care of 1,500 trees and assists in the planting of 200 trees each year. Youth employees, aged 14-17, earn a living wage and develop marketable job skills while improving San Francisco's urban environment. Initially started as a summer program in 1995, the Youth Tree Care Program now has three sessions: summer, spring and fall. More than 275 youths have completed the program, which has cared for 7,400 trees. More information at: http://actrees.org/site/what_we_do/success_stories/youth_tree_care_program.php

CSET (Visalia, CA)

Since its inception in 1986, CSET's Sequoia Community Corps has been training local youth in green jobs. Classroom instruction takes place at CSET's Visalia headquarters in the John Muir Charter School, an accredited high school that enables students to earn diplomas. Instruction also includes a life-skills component, case-management services and post-program support, including job placement. The goal of CSET's Green Jobs program is to prepare students for a range of postsecondary opportunities, including careers in traditional and alternative green industries. More information at: http://actrees.org/site/news/newsroom/sequoia_community_corps_learns_green_job_skill.php





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SUCCESS STORIES- Underserved Communities

Sustainable South Bronx (New York, NY)

Sustainable South Bronx (SSBX) is using the green-collar movement to move people out of poverty. Since 2003, they have offered the Bronx Environmental Stewardship Training (BEST) program. This 10-week program is free to qualified applicants. Students graduate with several certifications, job readiness preparation, and a powerful environmental justice perspective on all of the important work they are qualified to do. SSBX also works with graduates to help them find the right job- in city parks departments, local cemeteries, environmental groups, and more-, and track their progress for 3 years in case they need help finding their place in this growing and rewarding job market. The curriculum includes river bank restoration, bioremediation, green roof installation and maintenance, wetland restoration, stream bank stabilization, landscaping 101, plant ID, water and soil quality testing, brownfield remediation, first aid and CPR, NYC tree pruner, entry level tree climbing, and herbicide/pesticide application, and more. More information at: http://actrees.org/site/news/newsroom/bringing_green_collar_jobs_to_the_south_bronx.php

Trees for Tucson (Tucson, AZ)

In 2009 Trees for Tucson initiated YARDS (Youth Achieving Resource Development Skills), a new juvenile probation landscape maintenance program. YARDS provides vocational training and certification in landscape and maintenance for youth involved in the Pima County Juvenile Court System. It offers at-risk youth the opportunity to develop skills and qualifications for local job opportunities within city and county government and the local landscape industry. Individuals under 18 years of age are selected to participate in the program by their probation officers. The eight-week curriculum invites professionals including horticulturists, arborists, and justice system employees to present to participants during one four-hour session each week. The program was developed in partnership with Pima County Extension Services, Pima County Parks, and the University of Arizona. More information at: http://actrees.org/site/news/newsroom/yards_youth_landscape_training_program.php

Ella Baker Center/Green For All (Oakland, CA)

The Ella Baker Center has launched Green For All, a new national initiative to secure at least one billion dollars to create green pathways out of poverty for 250,000 people in the United States. Green for All has a simple but ambitious mission: to help build a green economy strong enough to lift people out of poverty. By advocating for a national commitment to job training, employment and entrepreneurial opportunities in the emerging green economy- especially for people from disadvantaged communities- they fight both poverty and pollution at the same time. They will also be working to set the "green jobs standard" for other states to follow. More information at: www.greenforall.org

Project NEAT and UC Green (Philadelphia, PA)

Project Neighborhood Environmental Action Team (NEAT) employs part-time workers with employment barriers such as incarceration or lengthy unemployment to help clean and green the streets and neighborhoods of Philadelphia, with a focus on stormwater mitigation. Debris removal and tree planting gives NEAT participants a segue into the work force, while also significantly impacting the affected neighborhood. Especially since receiving more recognition in 2008, Project NEAT is transforming into a full-fledged green-collar training program. When the project began in 2004, to reduce the amount of dirty storm water flowing from the West Philly streets into the pipe system, no one except the Streets Department was paying much attention. Since then Project NEAT, which employs a work force of 80 percent ex-offenders, is training people in rain barrel installation, and has created an environmental stewardship program for residents of West and Southwest Philly. More information at: http://actrees.org/site/news/act_news/uc_green_neighborhoods_community_tree_plantin.php





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SUCCESS STORIES- Underserved Communities (continued)

Delaware Center for Horticulture (Wilmington, DE)

The Delaware Center for Horticulture lead an large and diverse assemblage of partners to create on of Delaware’s first green jobs training programs. Five men, all recently released from prison or on work-release, were chosen in May 2009 for this pilot re-entry program. Over the summer they learned how to plant trees and other marketable landscaping maintenance skills that will aid in their transition back into society, will providing valuable services to the community. The six-week job raining included both classroom lectures and hands-on experience, such as installing more than 150 trees in northeast Wilmington. At the end of the program, participants passed a certification test in proper tree care and other horticultural topics, such as plant types and identification, soil improvement, invasive control, and maintenance techniques. The two top performers were selected do continue as full-time employees for the season.

More information at: http://actrees.org/site/news/newsroom/one_of_delawares_first_green_job_training_pro.php

New York Restoration Project (New York, NY)

The MillionTreesNYC Training Program (MTTP) is a unique seven-month program that is inspired by the green-collar jobs movement and designed to engage disconnected New York City young adults – aged 18 to 24 – by providing both on-the-job career training and classroom education in the fields of urban forestry, ecological restoration and urban landscaping. Program graduates are prepared for a variety of career paths, including urban forestry management and ecological restoration at the city’s Parks Department, landscape design and installation at NYRP and a variety of horticulture and forestry-related jobs with private companies. Graduates from the 2009 class went on to work as apprentice arborists with the parks department and the New York City Housing Authority, horticulturists with the Prospect Park Alliance, and grounds custodians at Wave Hill and the Central Park Conservancy. In 2009

MillionTreesNYC received a \$2 million federal grant to create green jobs and restore urban forests in New York City. More information at: http://actrees.org/site/news/newsroom/milliontreesnyc_campaign_to_receive_2_million.php

YouthBuild (National)

YouthBuild is a youth and community development program that simultaneously addresses core issues facing low-income communities: housing, education, employment, crime prevention, and leadership development. In YouthBuild programs, low-income young people ages 16-24 work toward their GED or high school diploma, learn job skills, and serve their communities by building affordable housing and transforming their own lives. Many ACT members partner with YouthBuild on annual service projects, and some partner with them to develop workforce training such as Eagle Eye Institute. On that note, Eagle Eye’s contact is: Eva Blake Green, Initiatives Director (617-741-1285).

More information at: www.youthbuild.org





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GOVERNMENT PROGRAMS & LEGISLATION

Green Jobs Act of 2007 (Washington, DC)

President Bush signed the Green Jobs Act of 2007, authorizing \$125 million for green job training programs across the country. The Green Jobs Act is part of the Energy Bill. For the first time in history, we have a U.S. law that addresses both the climate crisis and the poverty crisis by investing in green-collar job training. The Green Jobs Act authorizes \$125 million annually for greening the nation's workforce, enough for training up to 35,000 people every year. Even more unprecedented, it allocates \$25 million for "green pathways out of poverty" programs- like the Oakland Green Jobs Corps. More information at:

http://actrees.org/site/what_we_do/public_policy/revitalization_green_jobs/green_jobs_act_of_2007_signed.php

Energy Independence and Security Act of 2007 (Washington, DC)

President Bush signed the Energy Independence and Security Act of 2007 (Energy Bill) into law. There are several opportunities of interest to ACT members. The Green Jobs Act section creates \$50 million for workforce training for the new "green collar" workforce of the future. The idea is to update traditional workforce development workforce programs to train at-risk/underemployed people in skills like solar panel installation and green roof installation. ACT members could possibly tap some of these funds to create or sustain arborist training programs like those described above, which train people in marketable green skills that can help get them out of poverty. More information at:

http://actrees.org/site/what_we_do/public_policy/energy_climate_water/energy_bill_signed_into_law.php

Newark Green Future Network (Newark, NJ)

The Newark Green Future Network is an expert advisory group on green jobs and sustainable community strategies to provide ongoing support to the Mayor and city government. In addition, the group's ability to generate interest in and future financing for Newark's green future action plan will be an important measure of success. It is an initiative of the Clinton Global Energy & Climate Change Program.

More information at: www.apolloalliance.org/stateandlocal_clintoninit.php

Green Jobs/Green New York (Albany, NY)

In October 2009 Gov. David Paterson of New York signed a "Green Jobs/Green New York" bill, to provide loans to homeowners, businesses and non-profit groups to pay for energy-saving repairs. The program is expected to create 14,000 jobs statewide because demand for contractors is expected to increase. The state Energy Research and Development Authority will administer the program, which will provide loans of up to \$13,000 for middle-class homeowners and up to \$26,000 for small business owners. Paterson also announced \$7 million in funding from the Office of Temporary and Disability Assistance to help counties launch "Green Jobs Corps" programs. Local social services departments will use the money to provide "green" job training for low-income and public assistance residents. More information at: http://actrees.org/site/news/newsroom/gov_david_paterson_signs_green_jobs_bill.php

Small Business Environmental Stewardship Assistance Act of 2010 (Washington, DC)

In January 2010 Rep. Kurt Schrader introduced H.R. 4509, the Small Business Environmental Stewardship Assistance Act of 2010. This legislation recognizes the critical role that the built environment- including green infrastructure- plays in order for small businesses to be able to create jobs, promote energy efficiency, and provide positive customer experiences. By reauthorizing the Small Business Administration's (SBA) National Small Business Tree Planting Program, this legislation would provide timely assistance to beautify retail storefronts and rental housing and parks, turn Main Streets into Green Streets, and jump-start many municipal tree canopy initiatives. In April 2010 Sen. Ron Wyden a companion bill in the Senate, S. 3279. This is a policy priority for ACT in 2010. More information at:

http://actrees.org/site/what_we_do/public_policy/revitalization_green_jobs/act_applauds_introduction_of_small_business_e.php





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EVENTS

2010 Green Infrastructure Summit

Green jobs was a major focus of ACT's 2010 Green Infrastructure Summit in Washington, DC. At a moment when all attention is on the economy, urban forestry is on the front lines of job creation, neighborhood stabilization, and cost effective infrastructure planning (including water, energy, and transportation). No other options provide the range of economic services as green infrastructure. Perhaps more important now than ever, the green industry is a reliable source of good paying, green jobs for every trained worker. The two-day Green Infrastructure Summit featured conversations with the country's top authorities on forward-thinking solutions to urban environmental health and livability. Leaders on green issues from Capitol Hill including Rep. Doris Matsui, Rep. Allyson Schwartz, and Rep. Earl Blumenauer addressed attendees over the course of the Summit.

More information at: http://actrees.org/site/resources/events/2010_green_infrastructure_summit.php

Advancing the New Energy Economy in California Summit (San Francisco, CA)

Over 800 clean energy experts, investors, labor and community leaders came together on January 14th, 2008 for this special Summit. It was a one-day event on the challenges and solution strategies for diversified, continuous expansion of green business and technology in California. The goal of the Summit was to advance job creation, long-term investment, and financial growth within the green technology sector, with a specific focus on underserved communities. The Summit provided an opportunity for decision-makers in four key sectors- investment, green technology, workforce development, and education- to advance strategies to build the California of tomorrow. Many of the notes from the sessions are available.

More information at: <http://docs.cpuc.ca.gov/eeworkshop/CPUC-new/summit.html>





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INFORMATION RESOURCES

Economic Development Directory

The resource lists directories of selected economic development agencies, economic development consultants, and economic development agencies in the US and worldwide. Listings are given only to websites with significant economic development information and data.

More information at: www.ecodevdirectory.com

State Workforce and Economic Development

Most states have a department setup specifically to handle workforce and economic development. Traditionally, they fall under the Department of Labor or Department of Commerce.

Alabama adeca.alabama.gov	Alaska labor.state.ak.us	Arizona azcommerce.com	Arkansas nwarkansascareers.com	California edd.ca.gov
Colorado dola.state.co.us/wdc	Connecticut ct.gov/ecd/cwp	Delaware dedo.delaware.gov	DC dcwic.dc.gov	Florida Workforceflorida.com
Georgia georgia.org/business	Hawaii Hawaii.gov/labor/wdd	Idaho idahoworks.com	Illinois commerce.state.il.us	Indiana hoosierdata.in.gov
Iowa iowaworkforce.org	Kansas kdoch.state.ks.us	Kentucky thinkkentucky.com	Louisiana lded.state.la.us	Maine maine.gov/labor
Maryland mdworkforce.com	Massachusetts lmi2.detma.org	Michigan michigan.gov/mdcd	Minnesota deed.state.mn.us	Mississippi usm.edu/ecodev
Missouri ded.mo.gov	Montana businessresources.mt	Nebraska dol.state.ne.us/nwd	Nevada snwib.org	New Hampshire workforcehousingnh
New Jersey lwd.dol.state.nj.us	New Mexico edd.state.nm.us	New York empire.state.ny.us	North Carolina nccommerce.com	North Dakota growingnd.com
Ohio ohioworkforce411	Oklahoma okcommerce.gov	Oregon odccwd.state.or.us	Pennsylvania wednetpa.com	Rhode Island ridec.com
South Carolina cattsc.com	Tennessee chattanoogaogachamber	Texas twc.state.tx.us	Utah goed.utah.gov	Vermont thinkvermont.com
Virginia dba.state.va.us	Washington wtb.wa.gov	West Virginia wvdo.org	Wisconsin dwd.state.wi.us	Wyoming wyomingworkforce

