



# Environmental Workforce Development and Job Training Grant Program Overview

December 2014 – Urban Waters  
Meeting



# Overview

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# History

- OSWER awards grant to Cuyahoga Community College to educate residents on environmental justice and hazardous waste cleanup - 1994
- Partnership with Hazardous Materials Training and Research Institute - 1994
- NEJAC and OSWER Public Dialogues convened. “Authentic Signs of Hope” published – 1995. (Job Training highlighted as a need under the Brownfields Redevelopment Initiative.)
- OSWER visits Industrial Excess Landfill in Uniontown, OH and realizes all jobs filled by workers from outside the community
- EPA signs MOU with DOL focused on importance of providing training to youth and unemployed residents in brownfields communities – 1996.

# History

- First brownfields job training pilots awarded – 1998 (CERCLA 311b)
- Graduates help in response and cleanup at World Trade Centers Site – 2001
- Small Business Liability Relief and Brownfields Revitalization Act – 2002 (CERCLA 104k6)
- Graduates assist in response and cleanup associated with Hurricanes Katrina and Rita.
- Graduates help in response and cleanup associated with BP Oil Spill.
- In FY11, OBLR expands the Brownfields Job Training Program and renames the program to the Environmental Workforce Development and Job Training Program.
- To date, more than 13,400 residents trained and more than 9,600 placed in full-time employment with average starting hourly wage of \$14.02. This equates to a cumulative 72% placement rate for the Program since its creation in 1998.

# Objective of Program

- Environmental Workforce Development and Job Training grants provide eligible entities, and nonprofit organizations, funding to recruit, train, and place local, unemployed and severely under-employed, predominantly low-income and minority, residents of affected communities the skills needed to secure full-time, sustainable employment in hazardous and solid waste remediation, water quality, chemical safety, and the environmental field at large.
- Grant awards up to \$200K with three year project periods
- Populations served are unemployed and severely under-employed, including low-income and minority, residents of waste-impacted communities, dislocated workers, ex-offenders, single mothers, veterans, and tribes.

# EWDJT Background

## Rationale for Expansion:

- Provides communities flexibility to design curricula based on their own unique local labor market needs and employer surveying.
- Provides legal authority to deliver training outside traditional brownfields hazardous waste scope. (For a long time, OBLR received grant proposals that were worthy and ensured job placement but that were outside its statutory authority.)
- Supports a “One EPA” approach rather than having communities navigate through governmental programs that support varying training.
- Promotes innovation.
- Equips graduates with a more comprehensive and diverse skill set and certifications that increases long-term employability.
- Uses an existing and successful job placement model through the Brownfields Program.

# Eligible Types of Training Supported

- (Required) 40-hour Occupational Safety And Health Administration (OSHA) Hazardous Waste Operations and Emergency Response (HAZWOPER) training (health and safety);
- Wastewater treatment or stormwater management;
- Innovative and alternative treatment (Superfund) technologies (e.g., phytoremediation, soil amendments, etc.);
- Leaking underground storage tank cleanup;
- Training related to solid waste management, assessment, and/or cleanup (e.g., construction and demolition debris recycling, landfill remediation and capping, recycling center operator training, electronics, etc.);
- Integrated pest management (IPM);
- Emergency response; and
- Chemical safety, enhanced environmental health and safety.

# EWDJT Program



# Sample Types of Training Continued

- ◆ Brownfields remediation
- ◆ Mold Remediation, lead and asbestos abatement
- ◆ Landscaping and native plant revegetation
- ◆ HAZMAT and Commercial Driver's License (CDL)
- ◆ Disaster Site Worker and National Incident Management System
- ◆ Ecological Restoration, inc. coastal, and low-impact development
- ◆ GIS, GPS, blue print reading
- ◆ Freon removal, landfill management, food recovery and composting
- ◆ Wind, solar, and geothermal installation, weatherization, energy auditing, Building Performance Institute
- ◆ Confined Space Entry, environmental health and safety, fall protection
- ◆ Vapor intrusion testing and mitigation
- ◆ Oil spill cleanup, forklift operator, heavy machinery operations

# Ineligible Costs

Grant funds cannot be used for:

- Life skills and pre-employment training
- Conducting assessment, cleanups, or response activities
- Stipends or scholarships for students
- Membership fees
- Training in the building trades (plumbing, electricity, carpentry)
- Indirect costs, administrative costs, overhead costs



# General Points for a Successful JT Program

- Do not train for the sake of training. The biggest disservice we can provide a person is giving them training with no job at the end!
- Emphasize local labor market assessments and employer surveying, prior to curricula formulation and submission of a grant proposal.
- Emphasize employer partnering and partnering with CBOs who can provide non-environmental training such as childcare, transportation, resume writing, job search support, GED attainment, mentoring.
- Create partnerships with organized labor, Weed and Seed programs, fire departments, One Stop Centers or Workforce Investment Boards (WIBs) or other organizations that receive Workforce Investment Act (WIA) \$, community college, local businesses, environmental organizations, Home Depot or Lowes to provide PPE, etc.

# Types of Organizations Who Generally Apply

- Environmental Organizations, including environmental justice organizations
- Employment and Training Organizations, including Workforce Investment Boards (WIBs)
- Governmental entities, including Tribes
- Community colleges and academic institutions
- DOL YouthBuild Grantees or other organizations that already run construction or pre-apprenticeship programs in the trades

# Cross-Programmatic Agency Collaboration

- Offices involved in Environmental Workforce Development and Job Training Program:

- Superfund Program, OSRTI
- Brownfields Program, OBLR
- Solid Waste/RCRA Program, ORCR
- Underground Storage Tank Program, OUST
- Center for Program Analysis, CPA
- Emergency Management Program, OEM
- Office of Policy, OA
- Office of Environmental Justice, OEJ
- Lead Program, OCSPP
- Office of Pollution Prevention and Toxics, OCSPP
- Energy Star, OAR
- Office of Waste Water Management, OW



**In FY15, Nine different EPA program offices will contribute funds to support the expanded, multi-appropriation EWDJT Program!**

# Water and Wastewater Linkage

- In 2013, 31 of 64 proposals included w/ww training
- Out of 16 grants selected in 2013, 9 are delivering w/ww training (one grant is strictly w/ww focused – Rose State College, OK)
- Demand for water and wastewater jobs is significant and is likely to increase due to:
  - Retirement of baby boomers and loss of technical knowledge
  - The need to replace aging or faulty wastewater infrastructure
  - Promotion of the water sector jobs by EPA, USDA, VA, and HUD
  - Increasing population implying increasing demand for water and wastewater infrastructure
  - Low retention rates: competitive hiring salaries and potential for career advancement
  - Requirements for certification vary (few candidates qualify)
  - Stormwater training is huge! Jobs for the Future currently conducting a stormwater management and green infrastructure labor market analysis and hiring forecast



# Sample Water and Wastewater Curriculum

- Overview of Water and Wastewater System, its Operation and Maintenance
- Regulatory Compliance
- Decentralized Wastewater Systems
- Overview of Utility Management
- Assets Management
- Reducing Costs
- Sources of Technical Assistance



# Resources Available

- *Complete 3 day EPA training on water and wastewater*
- <http://water.epa.gov/type/watersheds/wastewater/smallsystemsoperatortraining.cfm>
- *Websites to California University O&M Training Manuals For Drinking Water and Wastewater*
- <http://www.owp.csus.edu/courses/drinking-water.php>
- <http://www.owp.csus.edu/courses/wastewater.php>
- *State-by-state list of certification contacts & testing information*
- [http://www.abccert.org/certification\\_contacts/default.asp](http://www.abccert.org/certification_contacts/default.asp)

# Resource: Water Careers

## *Work for Water*

- A collaboration between EPA and the water industry
- Water careers information
- Resources for water professionals
- High School- trainings, internships, jobs, salaries
- Job seeking Tips, Career Fairs
- Factsheet on *Recruiting and Training Veterans for Careers in the Water Industry*
- <http://www.workforwater.org/>

# Fiscal Year 2015 Competition

- RFP issued now!!! (Deadline is tentatively January 26<sup>th</sup>)
- Applicants will have flexibility to deliver varying types of environmental training
- 3 year project periods
- Focus on employers' hiring needs and job placement!
- Community involvement is critical!
- Employers and CBOs send letters of support as part of the grant proposal
- Competition Statistics generally reveal 1 out of 4 proposals receive funding but this differs by year.
- Grants.gov submission requirement
- IPM training offered for 1<sup>st</sup> time this year
- Linkage with local EPA funded remediation and environmental projects!

# FY15 EWDJT Competition



# Electronics Recycling at Goose Island: Office of Applied Innovations (OAI), Inc; Chicago, IL

To date, OAI has trained hundreds of unemployed residents and more than 83% have been placed in full-time employment in the environmental field.

According to the Institute for Scrap Recycling (ISRI):

- \$5 billion economic impact of electronics industry in 2010
- Over 30,000 workers in U.S. and growing
- Over 1,000 small electronics recycling businesses in U.S.





*The Milwaukee Community Service Corps Job Training Class on site*

# Additional Resources

- For General information regarding the Environmental Workforce Development and Job Training Grant Program: <http://www.epa.gov/brownfields/job.htm>
- For further information regarding the “brownfields toolbox” developed by the Hazardous Materials Training and Research Institute (HMTRI): <http://brownfields-toolbox.org/>

Sample videos of training programs in action:

- Richmond, CA: <http://www.youtube.com/watch?v=g3nlwLLnC8A>
- St. Louis Community College: <http://www.youtube.com/watch?v=8nc-UXFtIUw>



*Students Graduating from Florida State College at Jacksonville's EWDJT program, August 29, 2011*

**Mr. Basil Lake; Hooper Bay, Alaska (Yup'ik Eskimo Native Village) 2014 graduate**



**Zender Environmental Health and Research Group**

**-Backhaul Organizer and (Unlined) Landfill Operator**

**-Trained in processing shipment of recyclable wastes, e-waste recycling, lead-acid batteries, freon removal, and bulk waste**