Environmental Workforce Development and Job Training Grant Program Overview

December 2014 – Urban Waters Meeting
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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 funding to eligible entities, and nonprofit organizations, 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
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 26th)
- 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 1st time this year
- Linkage with local EPA funded remediation and environmental projects!
FY15 EWDJFT Competition
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
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