

**FY26 Summary of the Brownfield Job Training Grant Guidelines Changes**  
(As of 5/14/25)

EPA prepared this Summary of Changes document to assist prospective applicants with preparing Brownfields Job Training Grant applications. Please review the FY26 Application Guidelines (also referred to as the Notice of Funding Opportunity (NOFO)) when preparing your application. If the information in the Summary of Changes differs from information in the statute, regulation, or the Guidelines, then the statute, regulation, or the Guidelines will take precedence.

<b>CHANGES TO THE BROWNFIELDS JOB TRAINING GUIDELINES</b>		
<b>Topic</b>	<b>Previously Published Guidelines</b>	<b>FY26 Brownfields Job Training Guidelines</b>
Formatting		The primary update is the organization of the NOFO has changed to comply with changes to 2 CFR 200.204, to better communicate the requirements in plain language.
Executive Summary		<p><b>Defined the terms “Underemployment” and “Affected communities in the footnote.</b></p> <p><sup>1</sup> Underemployment is the condition in which people in a labor force are employed less than full-time or at jobs inconsistent with respect to their experience, training, or economic needs.</p> <p><sup>2</sup> Affected communities are those where development, redevelopment, or reuse of real properties is complicated by the presence or potential presence of hazardous substances or pollutants.</p>
Purpose/Description of Grant	Applicants may, but are not required to, propose forming a coalition to carry out their Brownfields Job Training Program. Applying as a Brownfields Job Training Coalition may be beneficial to allow the Brownfields Job Training Provider to recruit, train, and place students in environmental jobs, especially in rural areas where the geographic area is larger.	Applicants may, but are not required to, propose forming a coalition to carry out their Brownfields Job Training Program. Applying as a Brownfields Job Training Coalition may be beneficial to allow the Brownfields Job Training Provider to recruit, train, and place students in environmental jobs, especially in rural areas where the geographic area is larger. <b>City and county governments can also benefit from forming a coalition, as this approach can expand the jurisdiction of the target area. By doing so, they can create a more integrated strategy for job training and placement, ultimately enhancing the effectiveness of their initiatives.</b>

Use of Grant Funds	On a limited basis, a Job Training Provider may hire the trainees as W-2 employees. Applicants should include the trainees being hired as employees in the budget personnel and fringe line items. Job Training Grant funds used to hire trainees as employees plus any other type of participant support costs may not exceed 40% of the total amount of the total award. EPA reserves the right to reject any request to pay trainees as employees.	On a limited basis, a Job Training Provider may hire the trainees as W-2 employees. <b>EPA expects trainees hired as W-2 employees will primarily engage in on-the-job training throughout the majority of their training period.</b> Applicants should include the trainees being hired as employees in the budget personnel and fringe line items. Job Training Grant funds used to hire trainees as employees plus any other type of participant support costs may not exceed 40% of the total amount of the total award. EPA reserves the right to reject any request to pay trainees as employees.
Narrative- Community Description	<p>Provide information on how your project will help facilitate the identification and reduction of threats to human health and the environment that may be associated with exposure to hazardous substances, pollutants, or contaminants, <u>and</u> the health or welfare of the target area population, including any affected sensitive populations, and other high-need individuals.</p> <p>...</p> <p>Describe how the proposed project will benefit the health or welfare of sensitive populations, including specific groups of high-need individuals in the target area.</p>	<p>Provide information on how your project will help <b>benefit and</b> facilitate the identification and reduction of threats to human health and the environment that may be associated with exposure to hazardous substances, pollutants, or contaminants, <u>and</u> the health or welfare of the target area population, including any affected sensitive populations, and other high-need individuals.</p> <p>...</p> <p><del>Describe how the proposed project will benefit the health or welfare of sensitive populations, including specific groups of high-need individuals in the target area.</del></p>
Narrative – Labor Market Demand	Provide a description of the local labor market assessment and/or employer survey you, as the applicant, conducted. Detail the methods and results of the steps taken to assess the local labor market demand and indicate the time period associated with your assessment. For example, methods may include an employer advisory group, surveys, published reports, one-on-one meetings, relationships with the employers you are partnering with, etc.	Provide a description of the local labor market assessment and <del>or</del> employer survey you, as the applicant, conducted. Detail the methods and results of the steps taken to assess the local labor market demand and indicate the time period associated with your assessment. For example, methods may include an employer advisory group, surveys, published reports, one-on-one meetings, relationships with the employers you are partnering with, etc.

	<p>Discuss what industry-recognized certifications you are proposing to incorporate into your curriculum that will meet the labor market demands, as identified by the employers you are partnering with. The U.S. Department of Labor and Department of Commerce have outlined eight Good Jobs Principles that articulate key features of a good job. Discuss how you will evaluate whether the jobs in the industry are high-quality jobs that align with the Good Jobs Principles.</p>	<p>Discuss what industry-recognized certifications you are proposing to incorporate into your curriculum that will meet the labor market demands, as identified by the <del>labor market assessment conducted and the employers you are partnering with. The U.S. Department of Labor and Department of Commerce have outlined eight <u>Good Jobs Principles</u> that articulate key features of a good job. Discuss how you will evaluate whether the jobs in the industry are high-quality jobs that align with the <u>Good Jobs Principles</u>.</del></p>
Narrative – Training Program Description	<p>Provide a detailed description of the proposed curriculum and the certifications graduates will earn. Describe how the training is structured to meet the needs of the students, employers, and the community. Describe how you will deliver your training as explained in Section I.A.</p> <p>Provide a description for each training course for which you are proposing to use Brownfield Job Training Grant funds. For example training courses, see Section I.D.</p> <p>Describe how the training program creates a pathway to jobs that provide family-sustaining wages and economic mobility, or a pathway to continued</p>	<p>Provide a detailed description of the proposed curriculum and the certifications graduates will earn. <del>Demonstrate that proposed training does not duplicate other Federally funded Environmental Job Training Programs or demonstrate how services under this proposed training will complement, but not duplicate, the existing federal environmental job training activities.</del> Describe how the training is structured to meet the needs of the students, employers, and the community. Describe how you will deliver your training as explained in Section 3.A.</p> <p>Provide a description for each training course for which you are proposing to use Brownfield Job Training Grant funds. For example training courses, see 3.A.4. <del>Applicants must provide the costs for each training course and indicate what percentage of the grant budget will be allocated for each training course. Note, if the cost and percentage of the grant that will be allocated for each training course is included in the Training Program Table, it does not need to be included again. When considering the cost of each course, please estimate and include the number of students you anticipate enrolling in each course.</del></p> <p><del>Describe how the training program creates a pathway to jobs that provide family-sustaining wages and economic mobility, or a pathway to continued training (e.g., a pre-apprenticeship program in</del></p>

	<p>training (e.g., a pre-apprenticeship program in partnership with a Registered Apprenticeship Program).</p> <p>Discuss if you are proposing a pre-apprenticeship program in partnership with a local employer or labor union with a guaranteed pathway into a Registered Apprenticeship Program. Indicate if training courses will be offered to every student or if courses are separated into different specialized training tracks.</p> <p>...</p> <p>If selected for funding, EPA will include the training courses, both eligible trainings with Brownfields Job Training Grant funds and leveraged training courses on the <a href="#">Brownfields Grant Factsheet Tool</a>.</p>	<p><del>partnership with a Registered Apprenticeship Program).</del></p> <p><del>Discuss if you are proposing a pre-apprenticeship program in partnership with a local employer or labor union with a guaranteed pathway into a Registered Apprenticeship Program. Indicate if training courses will be offered to every student or if courses are separated into different specialized training tracks.</del></p> <p>...</p> <p>If selected for funding, EPA will include the training courses, both eligible trainings with Brownfields Job Training Grant funds and leveraged training courses on the <a href="#">Brownfields Grant Factsheet Tool</a>, which then goes on <a href="#">EPA's Brownfields Job Training Current and Past Grantees Map</a>.</p>
Narrative - Budget	<p>In addition to the budget table, provide a budget description for each task in narrative format. Provide the basis for each cost estimate, in relation to the projected outputs where possible (e.g., student safety equipment for 100 students at a cost of \$50 each for a total of \$5,000).</p>	<p>In addition to the budget table, provide a budget description, in narrative format, for each task, <b>and how the costs are appropriate for the goals of the proposed training program</b>. Provide the basis for each cost estimate, in relation to the projected outputs where possible (e.g., student safety equipment for 100 students at a cost of \$50 each for a total of \$5,000).</p>
Evaluation Criteria/ Review Criteria – Community Description	<p>Community Description (25 points)</p> <ul style="list-style-type: none"> <li>The extent to which the project will help facilitate the identification and reduction of threats to human health and the environment that may be associated with exposure to hazardous substances, pollutants, or contaminants, <u>and</u> the health or welfare of the</li> </ul>	<p>Community Description (20 points)</p> <ul style="list-style-type: none"> <li>The extent to which the project will help <b>benefit and</b> facilitate the identification and reduction of threats to human health and the environment that may be associated with exposure to hazardous substances, pollutants, or contaminants, <u>and</u> the health or welfare of the target area population, including affected sensitive</li> </ul>

	<p>target area population, including affected sensitive populations, and other high-need individuals in the target area (5 points)</p> <ul style="list-style-type: none"> <li>• The extent to which the proposed project will benefit the health or welfare of sensitive populations, including specific groups of high-need individuals in the target area (5 points)</li> </ul>	<p>populations, and other high-need individuals in the target area (5 points)</p> <ul style="list-style-type: none"> <li>• <del>The extent to which the proposed project will benefit the health or welfare of sensitive populations, including specific groups of high-need individuals in the target area (5 points)</del></li> </ul>
Evaluation Criteria/ Review Criteria – Labor Market Demand	<ul style="list-style-type: none"> <li>• The extent to which the applicant conducted a labor market assessment using current data and the extent to which the methods used to conduct the assessment were sound. The extent to which the applicant provides a detailed explanation of the methods used (5 points)</li> <li>• ....</li> <li>• The extent to which the results of the labor market assessment are incorporated into the proposed curriculum, including the extent to which trainings will meet the labor market demands. The degree to which the applicant will evaluate whether jobs in the industry are high-quality jobs that align with the Good Job Principles. (10 points)</li> </ul>	<p>i. The extent to which the applicant conducted a labor market assessment using current data and the extent to which the methods used to conduct the assessment were sound. The extent to which the applicant provides a detailed explanation of the methods used. <i>Note, that applicants that limit their assessment to data from online sources only will be evaluated less favorably.</i> (5 points)</p> <p>ii. ....</p> <p>iii. The extent to which the results of the labor market assessment are incorporated into the proposed curriculum, including the extent to which trainings will meet the labor market demands. <del>The degree to which the applicant will evaluate whether jobs in the industry are high-quality jobs that align with the Good Job Principles.</del> (10 points)</p>
Evaluation Criteria/ Review Criteria – Training Program Description	<ul style="list-style-type: none"> <li>• The degree to which the proposed training curriculum and certifications offered are comprehensive, achievable, and structured to meet the hiring needs of the students, employers, and the community. (10 points)</li> <li>• The extent to which the applicant provides a detailed description for each training course that will use Brownfield Job Training Grant funds for and the extent to which each course is eligible. <i>(Note, responses that include ineligible costs will</i></li> </ul>	<p>i. The degree to which the proposed training curriculum and certifications offered are comprehensive, achievable, and structured to meet the hiring needs of the students, employers, and the community. <i>The degree to which that applicant describes that proposed training does not duplicate other Federally Funded Environmental Job Training Programs or how the services under this proposed training will complement, but not duplicate, the existing federal environmental job training activities.</i> (10 points)</p> <p>ii. The extent to which <i>the applicant states that all students will receive the HAZWOPER training and the extent to which the applicant provides a detailed description for each training course</i></p>

	<p><i>be evaluated less favorably.) (5 points)</i></p> <ul style="list-style-type: none"> <li>• The extent to which the training program creates a pathway to jobs that provide family-sustaining wages and economic mobility, or a pathway to continued training. If applicable, the extent to which a proposed pre-apprenticeship program in partnership with a local employer or labor union will create a guaranteed pathway into a Registered Apprenticeships Program with a local labor union or employer. (5 points)</li> <li>• ....</li> </ul>	<p>that will use Brownfield Job Training Grant funds for. The extent to which each course is eligible. <b>The extent to which the applicant provides the costs for each training course and indicates what percentage of the grant budget will be allocated for each training course.</b> Note, responses that include ineligible costs will be evaluated less favorably. (5 10 points)</p> <p><del>iii. The extent to which the training program creates a pathway to jobs that provide family-sustaining wages and economic mobility, or a pathway to continued training. If applicable, the extent to which a proposed pre-apprenticeship program in partnership with a local employer or labor union will create a guaranteed pathway into a Registered Apprenticeships Program with a local labor union or employer. (5 points)</del></p> <p>iv. ...</p>
Evaluation Criteria/ Review Criteria – Collaboration with Employers	Collaboration with Employers (15 points)	Collaboration with Employers (20+5 points)