

MARCH 18, 2026

STRATEGIES FOR DEVELOPING SUCCESSFUL BROWNFIELDS JOB TRAINING PROGRAM CURRICULA



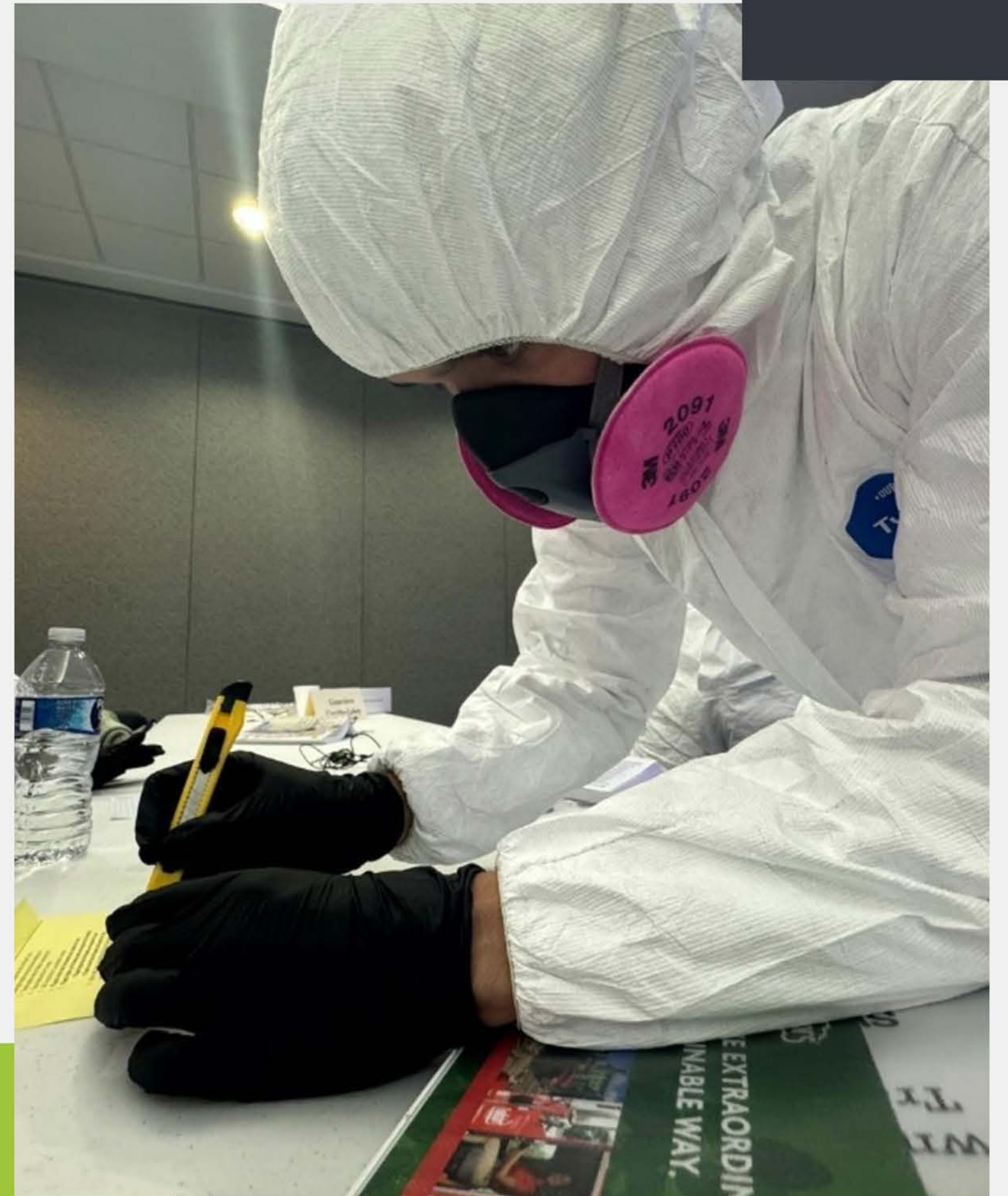
TETRA TECH

adaapta



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Students testing for lead paint - Sustainable Workplace Alliance, Kissimmee, FL

AGENDA

1. **Brief Introduction to the Brownfields Job Training Program**
2. **A Deeper Dive: Best Practices for Curriculum Design**
3. **Training Course Examples**
4. **Discussion: Curriculum Design & Implementation**
5. **Panel: Program Sustainability & Evolution**
6. **Quick Tips & Reminders**
7. **Open Q&A**

BRIEF OVERVIEW OF PROGRAM

MATT WOSJE | EPA HEADQUARTERS

Office of Brownfields and Land Revitalization, OLEM



The Brownfields Job Training Program is designed to:

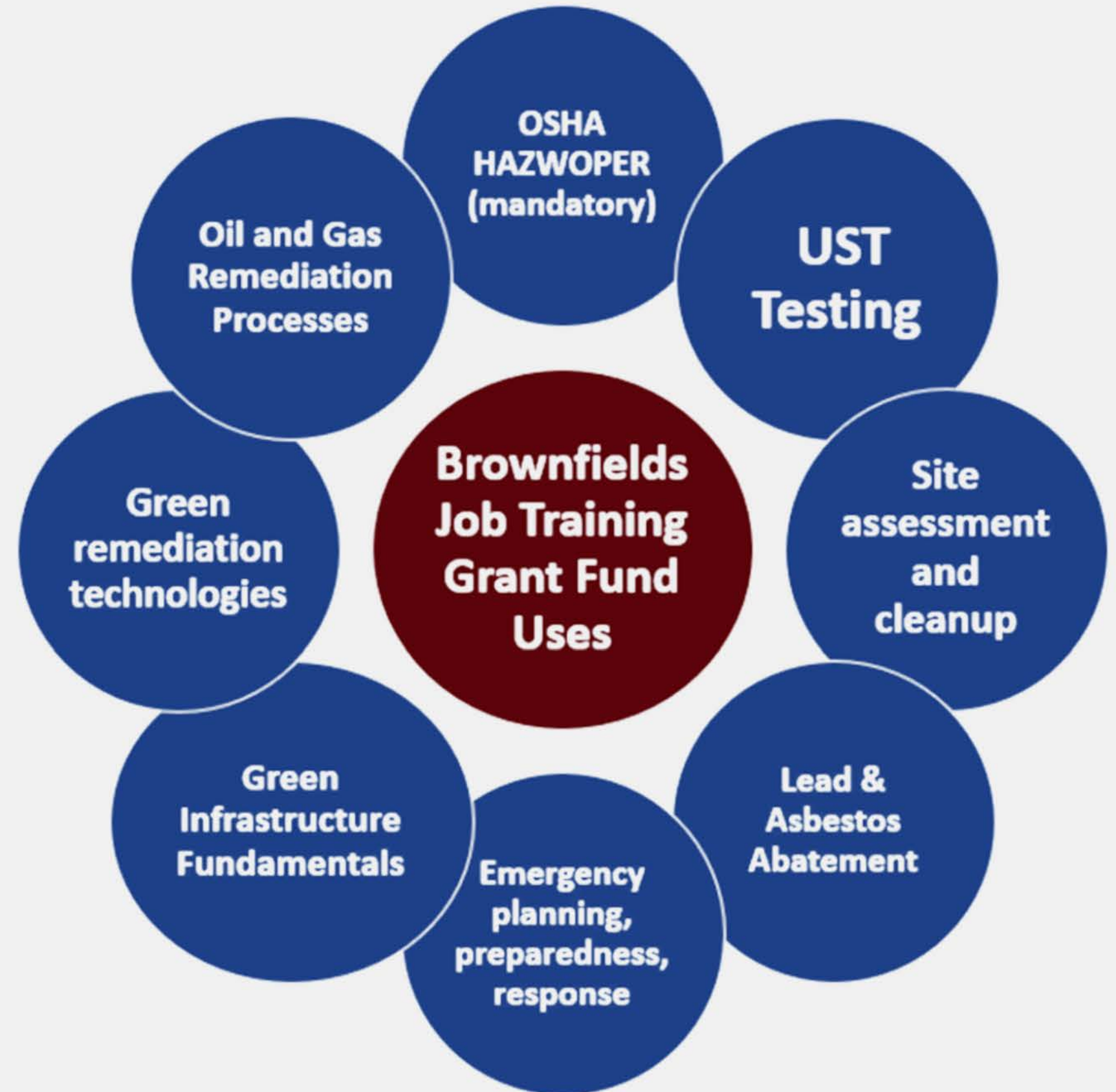
- Recruit, train, and place unemployed and under-employed residents from communities impacted by brownfields.
- Further sustainable community revitalization by ensuring that residents benefit from the revitalization and cleanup of brownfields.
- Help graduates develop wider skill sets that improve their ability to secure full-time, sustainable employment within the larger environmental field.



Students in technical training sealing doorway - St. Nicks Alliance, Brooklyn, NY

What Types of Training Are Eligible?

All training must relate to facilitating the inventory of brownfield sites, site assessments, remediation of brownfield sites, community involvement, or site preparation.



Note: All the above training can be delivered at awareness, intermediate, or advanced levels. For more information visit [List of Eligible and Ineligible Brownfield Job Training Courses](#) available on the [Brownfields Job Training page](#).

What Types of Costs Are Eligible?



*Practicing underground storage tank tasks -
City of Tacoma, WA*

Note: Section 3.A.3 of the FY 2026 grant guidelines provides a list of additional types of eligible direct programmatic costs associated with implementing a Brownfields Job Training program.

Additional eligible uses of grant funds include, but are not limited to:

- Salaries and fringe benefits for instructors and staff directly delivering environmental training and related programmatic activities.
- Caseworkers or specialists who help participants address employment barriers and support job retention for up to one year after training.
- Outreach, eligibility screening, enrollment, and job placement activities.
- Required training supplies, protective gear, and costs to develop or refine curricula aligned with industry needs.
- Personnel time to build and maintain employer relationships; integrate employer input into curriculum; involve employers in training; secure hiring commitments; and support graduate success in employment.
- Participant support costs (up to 40% of the grant funds) for transportation, childcare, or time for participating in training. Includes stipends, gas cards, bus passes, etc.

Who is Eligible to Apply?

Eligible Entities:

- City, county, state, Tribe, other general purpose unit of local government
- Regional council
- Workforce Investment Board or One-Stop Center
- Nonprofit organization
- Redevelopment agencies
- Colleges and universities

Note: Section 2.A. of the FY 2026 grant guidelines provides further details.

You are **NOT** eligible to apply if you are:

- Nonprofit organizations described in Section 501(c)(4) of the Internal Revenue Code that engage in lobbying activities as defined in Section 3 of the Lobbying Disclosure Act of 1995
- For-profit or proprietary organization or trade school



Application Review Criteria

- Community Need
 - Community Description
 - Labor Market Demand
- **Training Program Description – Today's focus**
- Budget
- Program Structure, Anticipated Outputs and Outcomes
 - Outputs and Outcomes
 - Recruitment, Screening, and Retention
 - Program Support for Job Placement
 - **Program Sustainability – Today's focus**
- Partnerships
 - Collaboration with Environmental Entities
 - Collaboration with Job Readiness/Life Skills
 - Collaboration with Community
 - Collaboration with Employers
- Leveraging
- Programmatic Capability
 - Grant Management System
 - Organizational Experience
 - Past Performance and Accomplishments
- Threshold Requirements



CPR and AED Training to provide life-saving support in environmental and overall emergency situations - PathStone Corporation, Juncos, PR

Note: The review criteria outlined here were specific to the FY 2026 NOFO, and the criteria for the FY 2027 NOFO may differ.

BEST PRACTICES FOR CURRICULUM DESIGN

DANIELLE GETSINGER, PG

Adaapta | EPA Technical Assistance

Developing an Effective BFJT Curriculum

- Curriculum should reflect community and labor market assessment (LMA) findings
- Employer input is essential—they define the skills and certifications needed
- Workforce needs vary by site type, contamination, season, and local economy
 - A "one size fits all" approach won't work—flexibility is key
 - Students should be prepared for multiple types of environmental job opportunities



Participant Training – Auberle, McKeesport, PA

When do you develop the curriculum?

Develop your curriculum after your community and labor market assessments are done, but treat it as a living document that gets revisited before each program cohort.

FY2026 NOFO

4.A.3.b Training Program Description (pg. 25)

- Describe each proposed training course and the certifications graduates will earn.
- Demonstrate the program does not duplicate other federally funded environmental job training (or explain how it complements existing efforts).
- Explain how the training structure meets the needs of students, employers, and the community and supports pathways to family-sustaining wages or further training (e.g., pre-apprenticeships).
- Specify delivery format (in-person, online, hybrid) and whether all students take the same courses or follow specialized tracks.
- Required course details (for each BFJT-funded course):
 - Course name
 - Training level (awareness/intermediate/advanced)
 - Certification type (federal/state/industry/none)
 - Hours to complete and schedule
 - Training provider
 - Cost per course, number of times offered, and course as a % of total grant budget (must match budget table in 4.A.3.c.)
- List all leveraged courses using the same format; cost must show as \$0 or note "leveraged."
 - Ineligible training (e.g., general construction, carpentry, life skills) can be included as leveraged, so long as it is indicated that they will not be funded using this grant.
- Describe how the program incorporates sustainability (e.g., recycling materials, energy-efficient equipment).

Note: The evaluation criteria outlined here were specific to the FY 2026 NOFO, and the criteria for the FY 2027 NOFO may differ.

FY2026 NOFO

6.B.2 Review Criteria (pg. 39)

- 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.
- The degree to which the 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.
- The extent to which 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 that will use BFJT Grant funds.
- The extent to which each course is eligible.
- 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.
- The extent to which the execution of the training program incorporates sustainable practices.

Note: The review criteria outlined here were specific to the FY 2026 NOFO, and the criteria for the FY 2027 NOFO may differ.

The Three Pillars of a BFJT Curriculum

- **Core Environmental Remediation & Safety Training** — required technical instruction
- **Awareness Training** — broad working knowledge of additional remediation topics
- **Life Skills & Employability Training** — essential for sustained employment success
- All three pillars contribute to placement and long-term retention rates



HAZWOPER 40-hour Training, Spring 2025 – City College of NY, New York, NY



Hands-on Training – St. Louis University, St. Louis, MO

Required and Core Technical Training

- The only required training under a BFJT grant: **OSHA 40-hour HAZWOPER** (29 CFR §1910.120)
- Must include an **in-person PPE component** — online delivery must meet all OSHA requirements
- Other **high-demand safety certifications**:
 - OSHA 10/30-hour Construction or General Industry
 - First Aid, CPR, and AED (American Red Cross)
 - Confined Space Entry
 - Asbestos Worker Certification
 - EPA Lead Renovator, Repair & Paint (RR&P)
 - DOT Hazardous Materials / HAZMAT CDL

Following the leader for safety - City of Tacoma, WA

Eligible Awareness & Specialty Training

- Provides working knowledge **beyond core certifications**
- **Must connect to brownfields** inventory, assessment, remediation, or community involvement
- Examples of **eligible awareness training**:
 - Environmental Sampling and Analysis
 - Mold Remediation
 - OSHA Disaster Site Worker
 - Hazard Awareness and Communication
- Training in manufacturing, general water permitting, or unrelated bloodborne pathogens is **not eligible**
- **Green infrastructure training** must relate directly to brownfields cleanup and site remediation



Recording field findings during water monitoring exercises – Sustainable Workplace Alliance, Kissimmee, FL

Life Skills, Adult Literacy, & Employability Training

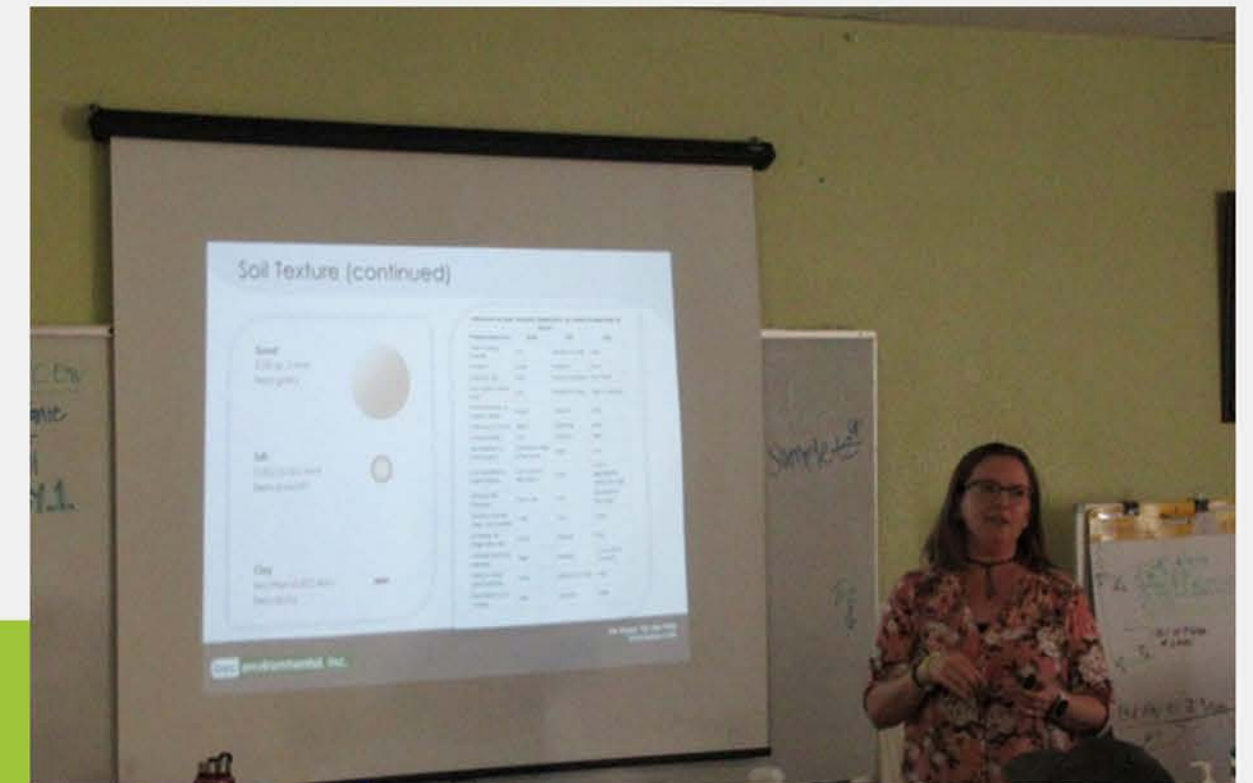
- Not funded by BFJT grants — but critical to student success
- Leverage federal, state, and local partners to fill these gaps
- **Adult Literacy** includes reading, writing, math, computer skills, financial literacy
- **Life Skills** include time management, reliability, goal-setting, problem-solving, teamwork
- **Employability Skills** include resume writing, mock interviews, professional appearance, drug testing awareness, conflict management
- If these supports can't be provided, raise acceptance standards to protect student outcomes

Curriculum Delivery Methods & Scheduling

- **Use a mix of instructional methods:** textbooks, hands-on labs, demonstrations, team exercises
- Laptops/tablets and video resources can replace print materials and reduce costs
- Schedule training to **reflect student realities:**
 - Full-time simulated work week for unemployed participants
 - Evening or weekend options for those with part-time jobs or daytime commitments
 - Centralized dorm-style or hybrid models for rural/dispersed communities
- **Flexible scheduling** improves attendance and retention — communicate it in marketing materials




Free transportation to training sites –
MassHire, Worcester, MA



Environmental Technician Training -
NyE Communities Coalition,
Pahrump, NV



Finding & Recruiting Qualified Trainers

- Assess needs before recruiting: relevance, facilities, safety, format, and accessibility
 - Types of trainers available:
 - **In-House Staff** - cost-effective for soft skills and non-certification content
 - **Sub-Grantee Organizations** - community colleges, government agencies (written into grant)
 - **In-Kind Partners** - community volunteers, local employers (no grant funds exchanged)
 - **Contracted Consultants** - for specialized technical instruction (competitive bid required)
 - Procurement rules apply: purchases over \$15K must follow 2 CFR 200 and EPA requirements
- 

Trainer Sourcing Resources

- **OSHA Training Institute (OTI)** - Train-the-trainer programs; authorized OSHA 10/30 instructors
- **PETE** (Partnership for Environmental Training and Education) - free instructor training for BFJT grantees
- **EICC GreatEST Institute** - intensive hands-on trainer development program
- **Sustainable Workplace Alliance (SWA)** - EHS training and instructor support
- Community colleges, remediation firms, environmental agencies, fire/emergency response teams
- Consider recruiting potential employers as guest instructors—they know the labor market, meet students, and often hire graduates



Sludge Sampling - Santa Fe Community Collage,
Santa Fe, NM

Health & Safety in Training Environments

- Health and safety standards must be enforced in classrooms, labs, and worksites
- Some courses (especially HAZWOPER with SCBA use) require:
 - Medical waiver or physical examination
 - Signed Participant Liability Waiver and Release of Claims
- Provide students a written health and safety agreement to sign at program start
- Certified instructors are required for HAZWOPER, asbestos, lead, and OSHA certificate courses
- Verify all training complies with federal and state certification requirements



Gearing Up for Safety: Hands-On HAZWOPER Training Day -
Green for Greene, City of Springfield, MO

Key Takeaways for Curriculum Design Success

- Let your LMA and employer advisors drive curriculum decisions; update regularly
- Allocate **at least 60% of funds** to direct instruction/training activities
- Build flexibility into your curriculum to respond to seasonal and project-based demand
- Create pathways to family-sustaining wages or continued training (e.g., registered apprenticeships)
- Partner strategically to fill gaps in life skills, literacy, and employer connections
- **A strong curriculum + qualified trainers + flexible delivery = better placement and retention**



TRAINING COURSE EXAMPLES



Health & Safety Resume Builders

Examples (not full list):

- OSHA Certifications and Courses
 - General Industry Safety and Health (OSHA 10 or OSHA 30)
 - Hazardous Materials Handling and Management
 - 40-Hour HAZWOPER (required)
 - 10-Hour Site Safety Training
 - 8-Hour HAZWOPER Supervisor
 - 8-hour Confined Space Entry
 - Confined Space Entry
 - Disaster Site Worker
- Chemical Safety Awareness
- CPR/First Aid

See more: <https://www.epa.gov/brownfields/list-eligible-and-ineligible-brownfield-job-training-courses>



Remediation & Spill Response

Examples (not full list):

- HAZMAT
- Phytoremediation
- Emergency Response
- Excavation Competent Person
- Spill Response and Cleanup
- Field Technician Operations for Site Remediation
- Line Locating
- Underground Storage Tank Testing

See more: <https://www.epa.gov/brownfields/list-eligible-and-ineligible-brownfield-job-training-courses>



Construction Industry

Examples (not full list):

- Fall Protection Training
- Forklift and Heavy Equipment Operation
- Confined Space Entry and Rescue
- Lead Abatement and Renovation, Repair, and Painting (RRP)
- Asbestos Abatement
- Erosion Control
- Blueprint Reading
- Green Infrastructure Techniques
- Silica and Dust Control



See more: <https://www.epa.gov/brownfields/list-eligible-and-ineligible-brownfield-job-training-courses>

Transportation

Examples (not full list):

- Commercial Driver's License (CDL) with Hazmat Endorsement
- DOT Hazardous Materials
- Forklift
- Flagger
- Hazardous Waste Management and Shipping
- Hazardous Waste Transport
- Spill Response and Cleanup
- Traffic Control
- Transportation Load Securement



See more: <https://www.epa.gov/brownfields/list-eligible-and-ineligible-brownfield-job-training-courses>

Disaster Preparedness & Recovery

Examples (not full list):

- Global Hazard Communication
- Extreme Weather/Resiliency
- OSHA Disaster Site Worker
- Mold Remediation
- Ecological Restoration and Revegetation
- Electrical Exposure and Power Lines
- Emergency Response
- Enhanced EH&S
- Protection from Wildfire Smoke
- Forestry Restoration

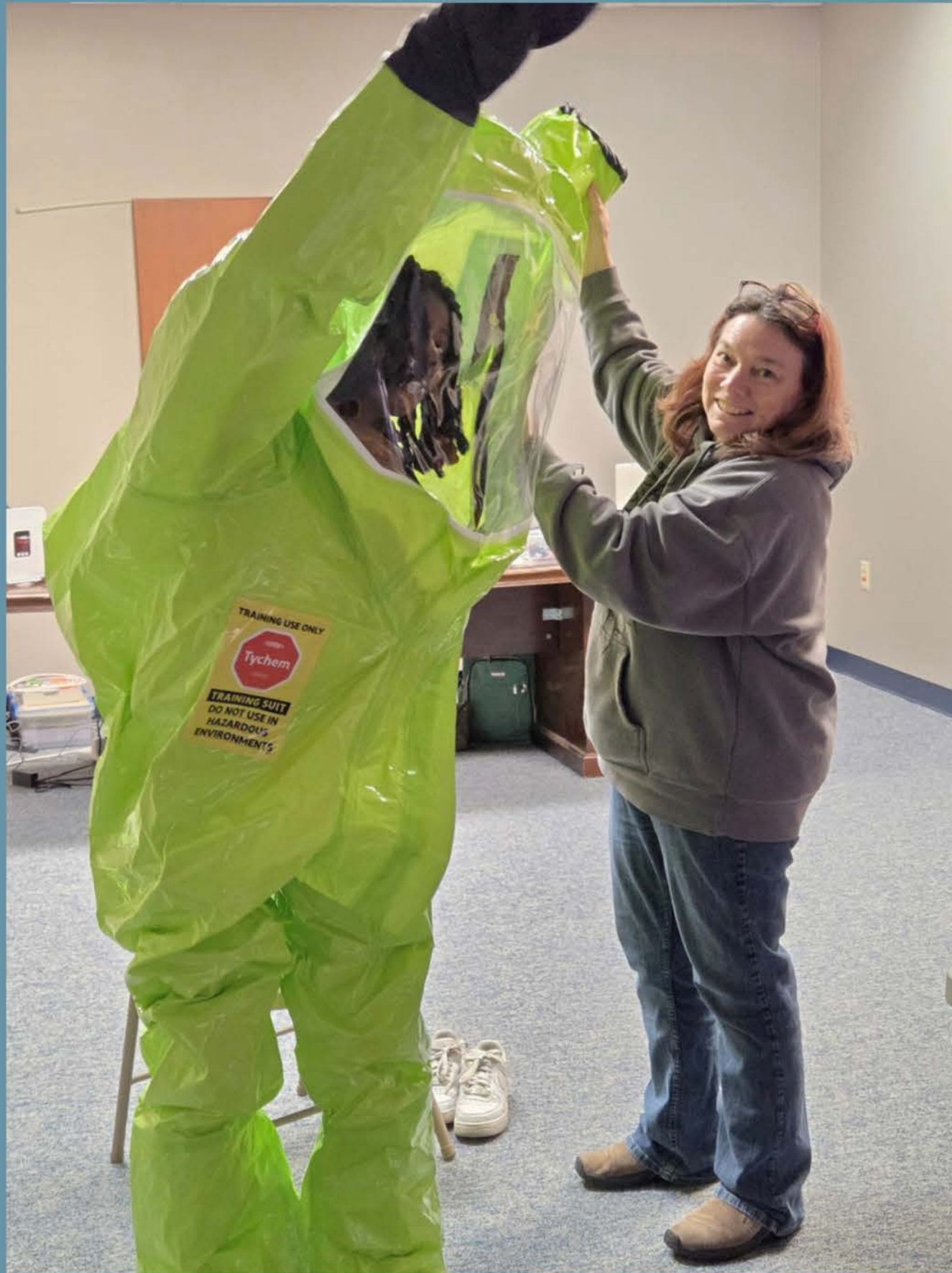


See more: <https://www.epa.gov/brownfields/list-eligible-and-ineligible-brownfield-job-training-courses>

Curriculum Design & Implementation



Elizabeth "Libby" Cornell
Honeybee Strategies
FY24 Grantee | First-Time Grantee
New Orleans, LA



HONEYBEE STRATEGIES

EPA Brownfields Job Training Program

MISSION:

Honeybee Strategies is committed to creating safer workplaces, promoting environmental stewardship, and supporting individuals and small businesses—especially those impacted by economic and environmental challenges—with the knowledge and skills needed for long-term success.

Foundational Curriculum



- 40-Hour HAZWOPER
- First Aid/CPR/AED, and Bloodborne Pathogens
- OSHA General Industry or Construction Outreach (depends on employer needs and if students already have an OSHA Outreach card)
- OSHA Disaster Site Worker Outreach

Examples of Additional Training

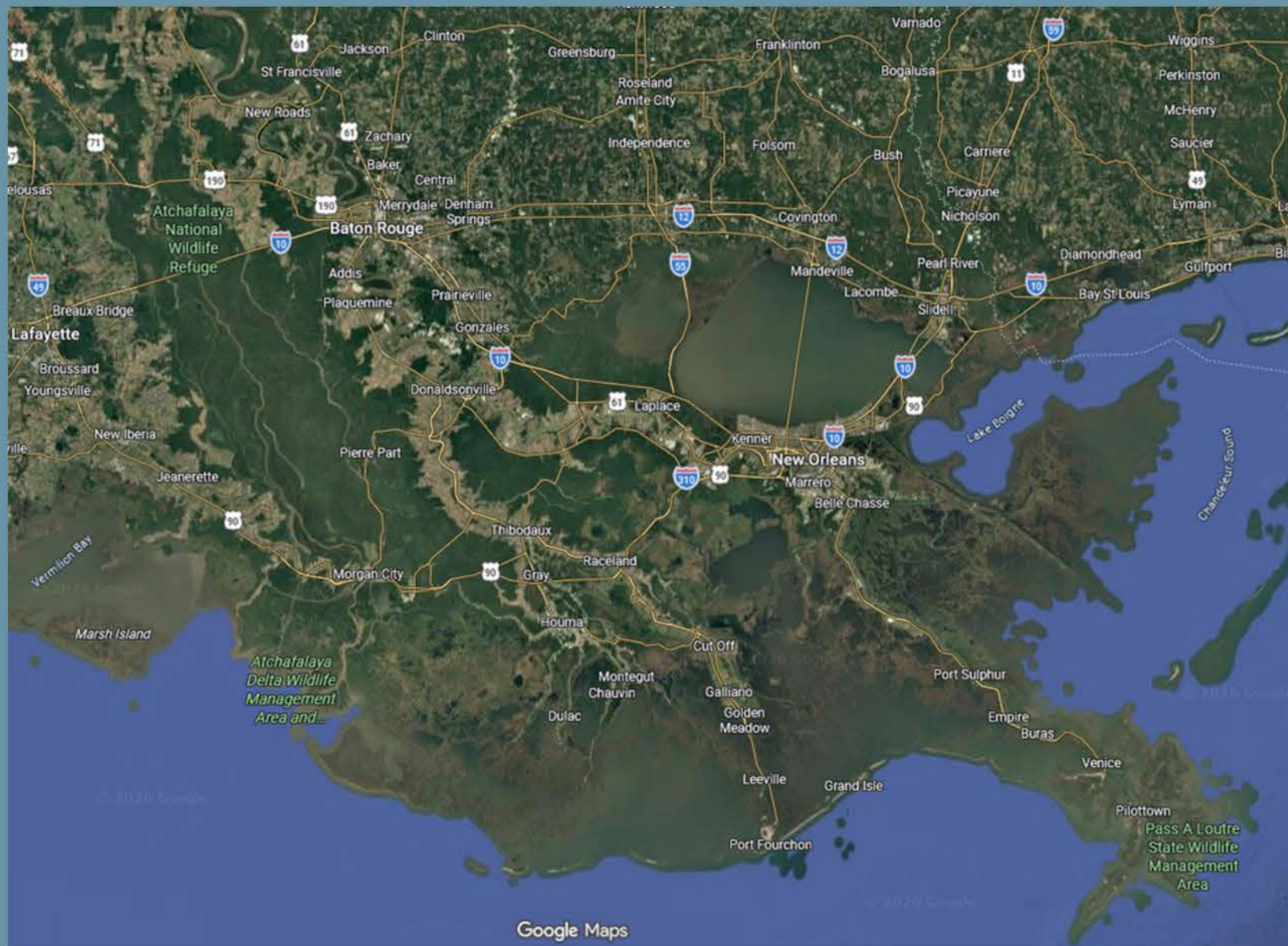
- AAI
- Asbestos & Lead Awareness
- Additional H&S Topics (LO/TO, Confined Space, Fall Protection, Heat Illnesses, etc.)
- HAZMAT Shipping
- Water & Wastewater Intro, etc.

Additional courses can be developed based on community and employer needs and grant eligibility.



HONEYBEE STRATEGIES

Brownfield Job Training Program



And so many more!!!

Panel Discussion:

Program Sustainability & Evolution



Jake Markosky

Auberle

FY26 Grantee | 5x Grantee

McKeesport, PA



Matilda Tennessee

Limitless Vistas

FY26 Grantee | 8x Grantee

New Orleans, LA



Charles E. Simmons Jr. III

Cypress Mandela

FY26 Grantee | 8x Grantee

Oakland, CA

WHAT IS AUBERLE?

- Auberle is an effective, innovative, holistic, and collaborative human service nonprofit serving individuals and families of all ages. We offer services in five main program areas: Workforce Development, Housing, Young Adult Services, Foster Care, and Behavioral Health.
- Auberle is located in McKeesport, Pennsylvania about 10 miles southwest of Pittsburgh.



AUBERLE EMPLOYMENT INSTITUTE



The flyer for the Auberle Employment Institute features a dark red header with the title 'The Employment Institute' in white. Below the header, there are four small images: a group of people holding certificates, a person in a lab coat, a person in a hazmat suit, and a group of people in a workshop. The text is organized into sections: 'Our Services' with a bulleted list of 16 services; 'Professional Certifications' with descriptions for PACT, Nursing Assistant, Customer Service, and Hazwoper; 'Work Experience Opportunities' with a paragraph about partnerships; and contact information for Abby Wolensky at the bottom. The Auberle logo is at the bottom right of the flyer.

The Employment Institute

Our Services

- 16 Nationally Recognized Certifications
- Work Experience Opportunities
- Post Secondary Education Enrollment Support
- Financial Aid Application Assistance
- Housing Application Assistance
- Work Attire & Safety Equipment
- Financial Management Classes
- Record Expungement
- Resume Preparation
- Document Recovery: Social Security Card, Birth Certificate, State ID
- Mental Health and Drug & Alcohol Counseling
- Transportation
- Case Management
- Tutoring
- Education Support
- Mentorship
- Driver's Training
- College Tours
- Career Assessments
- Food Pantry Access

Professional Certifications

Pre-apprenticeship Construction Training (PACT) - Prepare for entry level employment in building construction trades

Certified Nursing Assistant - Prepares participants for a career in nursing with local hospitals

Customer Service- Learn effective digital and communication skills for a career in the customer service industry.

Hazwoper- Learn how hand and stay safe and healthy in the workplace.

And More- CDL, Flagger, RAMP (Food & Beverage), Lead Renovation & Repair, Confined Space Entry, Intro to Advanced Manufacturing, and MORE COMING SOON!

Work Experience Opportunities

Work experience opportunities offered at Auberle and with leading regional employers in industries such as health care, construction, customer service, education, and environmental services.

We have over 290 employee partners!

Abby Wolensky
abbyw@auberle.org
(412) 673- 5856 ext. 1317
www.auberle.org/workforce-development



WHERE LIVES CHANGE

□ The Employment Institute operates multiple programs and government contracts driving a robust network of career and training opportunities for our clients generating a large talent network for our employer partners.

□ Employment Institute Clients generated \$5.2 million in taxable wages in 2025.



AUBERLE'S BROWNFIELD JOB TRAINING PROGRAM



20 *Years of Impact*



Empowering Youth, Enhancing Communities • Protecting the Environment

LIMITLESS VISTAS, INC.

2006 – 2026

Program Timeline (Since 2006)

2006– Program Launch

- First EPA Brownfields Job Training Grant awarded
- Program created to train New Orleans residents for environmental cleanup careers

2006–2015 –Building the Program

- Core environmental training curriculum developed
- Certifications such as HAZWOPER and OSHA introduced
- Partnerships with environmental contractors and agencies

2016–2020 –Program Expansion

- Added water quality monitoring and ecological restoration training
- Partnerships with City Park and U.S. Fish & Wildlife Service

2021–Present –Workforce Growth

- Integration of GIS mapping and environmental monitoring
- Continued workforce training and community partnerships

2024–2028 –Continuing the Mission

- New 5-year EPA Brownfields Workforce Development Grant

Brownfields Workforce Demand in New Orleans

Environmental Need

- Numerous Brownfields properties across New Orleans
- Many sites identified after Hurricane Katrina still need assessment and remediation

Workforce Demand

- Asbestos Workers
- Asbestos Supervisors
- Hazardous Materials Technicians (HAZWOPER)
- Environmental Sampling Technicians
- Brownfields Site Assessment Technicians

Community Opportunity

- Creates career pathways for underemployed residents
- Supports redevelopment and environmental restoration

Cypress Mandela Training Center, Inc.



Charles E. Simmons Jr. III
Interim Executive Director

- Serving the underserved and underprivileged community in Oakland, California for over 30 years by providing career assistance training.
- Program consist of a FREE 16 Weeks MC3 Pre-Apprenticeship Training for Bay Area men and women over 18 years old.
- Training is both hands-on and, in the classroom, and prepares students for both skilled and environmental/green construction trades.
- Students also gain life skills for personal development through the rigorous bootcamp physical and disciplinary course, i.e. time management, budgeting, chemical dependency education, job survival skills, sexual harassment, mentoring and relationship building.





QUICK TIPS & REMINDERS



Organizational Readiness

Register or ensure active status in SAM.gov



Obtain a Unique Entity Identifier (UEI) from SAM.gov



Register or ensure active status in Grants.gov



Designate an Authorized Organization Representative (AOR) in Grants.gov



***Note: Registration can take several weeks; early preparation is essential.

Additional Resources

- For the latest BFJT news and resources, go to www.epa.gov/brownfields/brownfields-job-training-grants
- Best Practices Guide <https://www.epa.gov/brownfields/brownfields-job-training-best-practices-guide>
- Participant Tracking Workbook <https://www.epa.gov/brownfields/brownfields-job-training-grant-program-participant-tracking-workbook>



**U.S. ENVIRONMENTAL
PROTECTION AGENCY**

Brownfields Job Training Grants

Information about Brownfields JT grants

 US EPA / Jan 21

Connect with Us!

- If you or an associate would like to receive notice of upcoming meetings and events, send your contact information to:
brownfieldsjobtraining@adaapta.com
- Submit an inquiry or request for technical assistance at
www.epa.gov/brownfields/forms/brownfields-job-training-program-technical-assistance-inquiry-form



Brownfields Job Training Support

The U.S. EPA Brownfields and Land Revitalization Program can provide coordinated technical assistance to help plan, apply for, and strengthen local Brownfields Job Training (BFJT) programs. The three complementary support channels described below -- EPA Regional Coordinators, Regional Technical Assistance to Brownfields Communities (TAB), and BFJT Technical Assistance -- can help guide applicants and existing grantees from pre-application through program design and capacity building. For more information on U.S. EPA Brownfields and Land Revitalization Program, visit: www.epa.gov/brownfields

EPA Regional Coordinators

- Confirm eligibility or application requirements.
- Clarify grant rules, deadlines, threshold items, or allowable costs.
- Address reporting or compliance issues.
- Understand regional funding priorities or opportunities.
- **Focus: rules, requirements, compliance, official guidance.**



Regional TAB

- Guidance on navigating the application process.
- Review of draft applications.
- Review training course descriptions.
- General questions about brownfields in your region.
- Connections to regional resources or partners.
- **Focus: regional/local perspective, application support, brownfields context.**



BFJT Technical Assistance

- Program design and curriculum planning.
- Employer engagement and partnership development.
- Tracking outcomes, data collection, and performance metrics.
- Sustainability planning.
- Access to tools, templates, and best practices.
- Individualized 1-on-1 consultations for tailored support.
- **Focus: hands-on program design, implementation, and capacity building.**

Note: Assistance related to implementation support is not available to applying entities during an open Notice of Funding Opportunity.

