

August 30, 2017



Notes from the Environmental Workforce Professional Learning Community (PLC)—Cycle 17, Session 5

This cycle of ten bi-weekly phone calls will focus on effective Environmental Workforce Development and Job Training (EWDJT) strategies and how to prepare for the next EPA Request for Proposals (RFP). Calls will be a mix of open discussion, workforce development news, resources, and presentations from current grantees.

- Topics:
1. News from Washington and HMTRI
 2. Invitations for employment
 3. City of Rochester, NY—Paul McFadden
 4. Questions from the HMTRI listserv
 5. Meetings and workshops
 6. Technical assistance for flood and hurricane response and cleanup
 7. Tune in to the next PLC

1. NEWS FROM WASHINGTON AND HMTRI

FY18 EWDJT Request for Proposals (RFP)

If all goes as planned, the 2018 EWDJT RFP should be issued later this fall. As we have talked about many times, the information requested in the RFP requires extensive groundwork and cannot be assembled in a month or two. First up—the development of community and labor market assessments concurrent with the establishment of effective advisory boards.

Resources from the 2017 Environmental Job Development All-Grantee Meeting

Resources and materials from this year's All-Grantee meeting have been compiled but are not yet posted to the Brownfields Toolbox website. We will post an announcement on the HMTRI listserv to notify everyone when they have been uploaded and are ready to access.

The [Brownfields Toolbox](#) website will house all of the PowerPoints and resources from this year's meeting including:

- A compilation of all of the notes from the concurrent small-group sessions
- PowerPoints and resources from EWDJT grantee, EPA sessions, and NIEHS
- OSHA session PowerPoints and resources
- A final updated participant list

Using the HMTRI Grantee and Community Outreach ListServe

The Grantee and Community Outreach Listserv has been updated to include everyone who attended this year's All-Grantee Meeting. The listserv is used to ask questions and receive advice from grantees regarding EWDJT issues, as well as to post announcements from HMTRI and EPA.

Contact Glo Hanne at ghanne@eicc.edu for questions or to post a question to the group.

2. INVITATIONS FOR EMPLOYMENT

Employment opportunity from an EWDJT graduate

Ricardo Loza graduated from the city of Tacoma, WA's EWDJT program in 2013. He is currently the Director of Operations at TCB Industrial Corp.

"EWDJT Graduates:

I would like to extend an invitation to graduates moving to the Seattle, WA or Portland, OR areas. Please consider TCB Industrial as an opportunity to get your foot in the door of our industry. We have employment opportunities in both of our offices.

TCB Industrial has a proven track record of placing EWDJT graduates in permanent positions within our related industries. I have hired or currently have in my employ 10 EWDJT graduates from the last two cohorts conducted by Clover Park Technical College, Goodwill Industries, and the city of Tacoma, WA in 2017. I have also hired and placed many graduates since my own graduation in April of 2013.

TCB also provides HAZWOPER training. TCB Education Services will provide an in-class, 8-hr HAZWOPER refresher to ANY EWDJT graduate who is within 60 days of their expiration date FREE OF CHARGE.

As I do with all local EWDJT graduates, I would like to extend the offer of information and advice to all EWDJT graduates nationwide. I am just a phone call or email away."

Ricardo Loza, Director of Operations—PNW
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Employment opportunities from Environmental Restoration—Rene Dulle, Project Manager

“EWDJT grantees:

Environmental Restoration (ER) (www.erllc.com) is the EPA contractor for Region 6 (TX) and is hiring right now for emergency response and clean up.

Preferred method of contact is for grantees to gather names and contacts of “interested” candidates with valid 40-hour HAZWOPER and email to Tim Bland t.bland@erllc.com. If candidates are within a 12–16 month window and need a refresher, it is possible ER may be able to provide.

Tim is very busy with organizing this, so please do your best to send contacts of eligible and interested candidates only. I imagine this will be tough work, both physically and emotionally.

Thanks for your help!”

Rene Dulle, Project Manager
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3. CITY OF ROCHESTER, NY—PAUL MCFADDEN

Thanks, Paul, for the inspiring presentation today.

The city of Rochester, NY is a first-year EWDJT grantee being awarded in FY2016. The grant stands out because it is primarily administered by the city through Paul McFadden with assistance from city, county, and state agencies supported by a supersized advisory board. Most important is Paul’s ability to place 100% of his class with a list of employers waiting for more graduates to hire.

Today’s PLC examines how Paul was able to exceed placement expectations, and his use of an advisory board to accomplish these goals. The city’s benchmark was to train a total of 42 students. They have already trained and placed 29 students after the first cohort. Plans are now to far exceed original placement and retention goals.

Program overview

Demographic and communities served

The city of Rochester’s EWDJT program is targeted to serve unemployed, underemployed, and transitional residents of Rochester, NY. The first training cycle included a broad range of individuals that

ranged in age from 19 to 60 years old with a distribution of males, females, African Americans, and Hispanic participants. Potential applicants came from numerous social service organizations, local job centers, public awareness meetings, and the criminal justice system.

Working partners

- RochesterWorks, Inc.
- Rochester Department of Environmental Services
- Monroe #1 Board of Cooperative Educational Services
- North East Area Development
- Connected Communities
- Charles House Neighbors in Action
- Rochester-Monroe Anti-Poverty Initiative
- Day Environmental Inc.

Training, curriculum, and certifications

The eight-week core training program includes 250 hours of instruction.

- 40-hour HAZWOPER
- Environmental sampling techniques
- Asbestos handler and worker
- OSHA 10-hour construction industry
- Environmental sampling
- Lead abatement worker
- Confined space
- Environmental awareness
- Solar installation awareness

Participants who complete this training will earn eight state and/or federal certifications, and receive additional life skills training. Advanced instruction is available in special cases as requested by employers.

Student recruitment

To develop awareness for the EWDJT program, town hall meetings were conducted in each of four quadrants of the city in neighborhoods with underserved residents and active remediation and renovation projects. These meetings involved community and faith-based organizations located in each quadrant.

Initially over 100 individuals expressed interest in the program. One hundred individuals were screened over a 60-day period and narrowed down to 30 candidates most likely to succeed in the program. Applicants were required to have a high school diploma or GED and a valid driver's license with reliable transportation. Remaining applicants took the TABE test and completed a program application. Staff from other city departments assisted in the application review process by assigning point scores (1 to 30) for each response.

Personal interviews provided the final criteria for acceptance into the program. As part of ex-offender screening, EWDJT staff and parole officers made personal visits to homes and families. Of the 30 applicants selected for the program, one individual dropped out before the training started (obtained employment) yielding a class of 29 participants in the first cohort.

Student retention, support, and drug issues

As part of the recruitment and screening process, potential applicants were instructed that a total of three drug tests would be performed. Each drug test included detection of ten substances. The first screening would occur as part of the application process (60 days from the first orientation). Those individuals using drugs were given an opportunity to clean up and pass the first drug screening with the understanding that there is zero tolerance for drug use. The next two tests were administered randomly during the program without notice. Of the 29 accepted participants in the first cohort, all 29 completed the program and passed all tests.

Keeping students interested in the program was enhanced by providing in-kind materials and equipment as the program progressed. Safety glasses were provided in week one, gloves in week two, boots in week three, hard hats in week four, etc. Team building and peer-to-peer support were critical factors in student retention.

Student placement

The benchmark goal was to place at least 42 graduates in environmental jobs. The first cohort placed all 29 participants with requests from employers for future graduates.

Paul attributes his placement success to strong relationships with local contractors and his advisory board. (See the following section on choosing members and using your advisory board effectively.) Guaranteed employment was not promised as part of program participation. However, all 29 graduates were informed of their employment at graduation.

Challenges facing new grantees during the first year of operation

As expected, there are a few challenges that new EWDJT grantees must face. Paul offers the following advice:

- Most important—Recruit employers for the advisory board.
- Include training organizations on the advisory board.
- Establish a LARGE advisory board.
- Get close to the community being served.
- Include the criminal justice system as part of program activities.
- Provide incentives to participants to retain interest in the program.

Choosing and using your advisory board effectively

As part of Rochester’s Environmental Services Department, Paul was able to research active and planned remediation projects across the city. Paul is employed in city government, but any EWDJT program can gain access to this type of public information. Such an assessment results in a boots-on-the-ground labor market assessment and is the basis for the formation of a participatory advisory board.

As previously noted, Paul attributes his placement success to strong relationships with local contractors as members of his advisory board. Paul centers his placement strategy on having one of the largest active EWDJT Advisory Boards among EWDJT programs. Twenty city contractors, potential employers, trainers, and city and community representatives were asked to pledge employment for at least one EWDJT graduate. Those without openings were asked to provide in-kind services such as materials or financial assistance. Pledges were made in an open forum with each attendee providing their pledge. The result of this strategy was in-kind pledges and requests for employees that exceeded available graduates. Advisory board members played a continuing active role in the program including attendance at graduation.

Paul would be happy to discuss his program and his strategies for building and working with an effective advisory board in more detail.

Paul McFadden

City of Rochester Environmental Services Department

585.428.7503 office, 585.410.4298 mobile, Paul.mcfadden@cityofrochester.gov

4. QUESTIONS FROM THE HMTRI LISTSERV

What are the most common titles/positions training graduates are being placed in?

State Merit Systems and even the US Department of Labor have been slow to parse various environmental occupational titles. As a result, environmental applicants must be pushed into existing titles that do not truly represent the work being performed.

Seven grantees responded to this request for common occupational titles/positions.

- *Northwest Regional WIB, Waterbury, CT—Asbestos Worker, Laborer*
- *Civic Works, Baltimore, MD—Asbestos Worker, Abatement Worker, Environmental Remediation Technician, Environmental Technician, Hazardous Materials Worker*
- *Pauline Auberle Foundation, McKeesport, PA—Environmental Technician*
- *Pathstone Corp., Arecibo, PR—Asbestos Remover, Lead Remover*
- *Pittsburg, CA—Solar Installers, Manufacturing, Warehousing, Refinery. Union: Laborers, Roofers, Carpentry Workers, Iron Workers, Plumbers*
- *Springfield, MO—Field/Service Technician, Heavy Truck Operator/Driver*
- *Tarrant County College, TX—Water/Wastewater Plant Operator, Treatment Plant Operator, Water Plant Operator, Operator I, Operator, Wastewater Operator*

A few months ago, one of the PLC presenters discussed how they used Uber vouchers for transportation assistance in their program. I don't have the name of the program contact or the exact date of the PLC call. Are you able to send a question out to the group asking who shared this info?

Jake Markosky from Pauline Auberle Foundation in McKeesport, PA shared this information.

“During the recent PLC call, we discussed the Uber transportation policy that Auberle utilizes for our graduates. I have attached that policy to this email. (Auberle’s Transportation Agreement is located on the following page of these post-session notes.) I want to note that in the policy it says that the participant will receive services until they have received pay from “two full pay periods.” The language has changed on this such that they will receive services until they have been compensated for 160 hours of work.

Also here is the link for setting up an Uber for business account.

<https://www.uber.com/business/enroll>

I hope this helps. Please let me know if you have any further questions.”

Jake Markosky, Case Manager
Auberle, Employment Institute
Where Life Changes for Kids & Families
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McKeesport, PA 15132
412.673.5800, ext. 1227
412.699.8330 cell
www.auberle.org

Auberle Transportation Agreement

Congratulations on your recent employment! Auberle will continue to fund your transportation for a limited amount of time from this point on, so you should now begin saving money for transportation to and from work. The following covers the length and type of transportation that may be provided.

Length of Funding

Auberle will fund transportation for the first 2 FULL pay periods. For example, if your pay period is 2 weeks long, Auberle will fund transportation until the point that you have been paid for a full 4 weeks. There will likely be a smaller paycheck that represents your first couple of days or first week; if this paycheck does not represent a full pay period, it will not be counted as one.

Type of Transportation

The type of transportation provided by Auberle is relative to your specific situation.

If your place of employment is located along a bus line, Auberle will fund a bus pass for the first 2 full pay periods. After you have received 2 paychecks that represent 2 full pay periods from your new employer, Auberle will not renew your buss pass. *160 hrs*

If your place of employment is NOT located along a bus line, Auberle will fund Uber transportation to and from work for the first 2 full pay periods. After you have received 2 paychecks that represent 2 full pay periods from your new employer, Auberle will no longer coordinate or pay for Uber services.

If your place of employment is located a significant distance from your home, you may be asked to take a bus into Pittsburgh and be transported via Uber from that point. Auberle will fund both the cost of the bus pass and the Uber up until the point that you have received 2 paychecks that represent 2 full pay periods from your new employer.

Auberle reserves the right to coordinate the route and choose which of these alternatives (i.e. bus pass, Uber, or a combination of bus pass and Uber) is the most appropriate to each specific situation. Auberle also reserves the right to request copies of your pay stub or contact your employer to verify payment periods. Additionally, funding is contingent upon employment. If you quit or are terminated at any point, Auberle will no longer provide transportation.

By signing below, you acknowledge your agreement to the terms laid out above regarding the Auberle transportation policy.

Participant Printed Name:

Place of Employment:

Participant Address:

Place of Employment Address:

Participant Signature

Auberle Representative Signature

5. MEETINGS AND WORKSHOPS

Fall is the season for local and regional Brownfields conferences. Local conferences provide a great opportunity to network with employers, meet government officials, and seek out supporters and potential partners. Often registration fees can be waived for grantee staff and students. However, it is important that conference organizers be contacted directly for special assistance and waiver of fees. Here are a few upcoming conferences.

Local and regional brownfield associations

West Virginia Brownfields Conference

September 12–14, 2017

Erickson Alumni Center, Morgantown, WV

Registration is now open for the 2017 West Virginia Brownfields Conference. Hosted by the West Virginia Brownfields Assistance Center, this year's event includes fun and educational pre-conference workshops and tours beginning on September 12. The two-day conference will feature sessions covering the latest trends and topics related to Brownfields redevelopment in West Virginia and the Central Appalachian region. The Brownfields Assistance Centers will also partner with Main Street WV & ON TRAC to host their fall training as part of the conference activities. Visit their [website](#) for more information.

2017 Southeast Brownfields Workshop

November 7–9, 2017

Georgia Tech Research Institute Conference Center, Atlanta, GA

EPA Region 4 and the Georgia Brownfield Association are hosting the 2017 Southeast Brownfields Workshop on November 7–9, 2017. More than 200 attendees, including grantees, state environmental agencies, tribes, urban and rural local governments, nonprofit organizations, environmental professionals, and community members are expected to attend this year's event. Visit their [website](#) for more information.

20th Anniversary of Florida's Brownfield Program—Embracing Florida's Past, Enhancing Florida's Future

October 1–4, 2017

The Renaissance Vinoy, St. Petersburg, FL

Hosted by the Florida Brownfields Association and its members, this conference offers a great opportunity to network and share expertise with a unique group of stakeholders with an interest in Florida Brownfields redevelopment. Registration including signing up for sponsorship and exhibit space is now open online. For more details of the celebration of 20 years of the Brownfields program in Florida, visit their [website](#).

Green Infrastructure & Brownfields Bootcamp

Friday, October 20, 2017

Allenstown, New Hampshire

NJIT TAB will be hosting a Green Infrastructure and Brownfields Bootcamp where they will be teaching communities how to integrate green technology into their stormwater planning. There will be hands-on activities to further solidify the importance of green technology on Brownfield sites. Visit their [website](#) for more information.

EPA Regional and ICMA national conferences

Effective project management training for EPA Region 7 grantees

The U.S. EPA Region 7 Brownfields and Land Revitalization Branch are hosting a three-day workshop. Receive training to ensure effective project management, review key expectations, support the sharing of knowledge, and showcase untapped resources.

Contact: Alma Moreno Lahm, Brownfields Project Manager, 913.551.7380, moreno-lahm.alma@epa.gov

2017 National Brownfields Training Conference

December 5–7, 2017

Pittsburgh, PA

The session selection process is complete. Brownfields 2017 is set to offer attendees a robust and expansive conference experience. This year's conference programming and speakers will engage attendees on topics at the forefront of today's Brownfields and economic development landscapes, challenging both emerging and seasoned professionals as well as a diverse range of Brownfields stakeholders to think outside the norms when addressing land revitalization and redevelopment. For more information and to register, visit their [website](#).

6. TECHNICAL ASSISTANCE FOR FLOOD AND HURRICANE RESPONSE AND CLEANUP

NIEHS All Hazards Resource Page

The NIEHS Worker Training Program (WTP) and its awardees have been actively involved in hurricane and flood response and cleanup activities, including those related to Hurricane Katrina in 2005 and Hurricane Sandy in 2012. The resources are aimed at protecting the health and safety of those responding to the [aftermath of a hurricane or a flood](#), including emergency responders, skilled support personnel, homeowners, and business owners. For a list of resources applicable to a variety of natural and man-made disasters, please visit our [All-Hazards Resources](#) page.

The National Clearinghouse creates training tools to aid in the development of awareness-level courses or other awareness-level materials. These tools provide health and safety guidance to those involved in disaster response and cleanup activities. Companion booklets are pocket guides that can be distributed with the training and used as a resource when workers are on a disaster site. To order hard copies of these booklets, please complete the [Booklet Order Form](#).

Hurricane Training Tool

[Safety Awareness for Responders to Hurricanes: Protecting Yourself While Helping Others](#)

Mold Remediation Training Tool

[Mold Cleanup and Treatment Orientation](#)

Debris Removal Training Tool

[Protecting Yourself While Removing Post-Disaster Debris from Your Home or Business](#)

[Protecting Yourself While Removing Post-Disaster Debris From Your Home or Business \(Fact Sheet\)](#)

[WTP Awardee Resources](#)

Hazardous Materials Training and Research Institute (HMTRI)

[Driving Hazards Awareness](#)(5.9MB)

[Forklift Operator Training: OSHA 1910.178 Powered Industrial Trucks](#)(1.8MB)

[Forklift Operator Training Program Instructor Manual](#)(247KB)

[Katrina Asbestos Awareness Training 2-3 Hour Course Outline](#)(21KB)

[Katrina Asbestos Awareness Training 8-Hour Course Outline](#)(18KB)

[Katrina Tree Removal Safety Training Handout](#)(198KB)

[Katrina Tree Debris Removal Safety Presentation](#)(16.8MB)

[Waterway Debris General Safety Awareness Training](#)(6.7MB)

[Work Zone Safety](#)(14.3MB)

[Work Zone Safety](#)(454KB)

International Union of Operating Engineers (IUOE)

[Mold 101 Health & Safety App \(Android\)](#)

[Mold 101 Health & Safety App \(iOS\)](#)

Rutgers School of Public Health Hurricane Sandy Responder Orientation Webinars

[Hurricane Sandy: Protecting Workers and Volunteers from Mold](#)

[Post-Hurricane Sandy: Mold Exposure and the Health Impacts
Safety Issues Associated with Post-Sandy Cleanup](#)

The New England Consortium-Civil Service Employees Association (TNEC-CSEA)

[CSEA Clean-Up Safety App \(Android\)](#)
[CSEA Flood and Storm Cleanup Information](#)

Other NIEHS Resources

[Guidelines for the Protection and Training of Workers Engaged in Maintenance and Remediation Work
Associated with Mold](#)
[Hurricane Worker Safety and Health Podcasts](#)
[NIEHS Hurricane Katrina Response Worker Safety and Health Training Overview](#)
[NIEHS Hurricane Sandy Response Report](#)
[NIEHS Mold Remediation Guidance](#)

Federal Links and Documents

Centers for Disease Control and Prevention (CDC)

[Mold Home Page](#)
[Natural Disasters and Severe Weather Page](#)

Government Accountability Office (GAO)

[Disaster Preparedness: Better Planning Would Improve OSHA's Efforts to Protect Workers' Safety and
Health in Disasters](#)
[Hurricane Katrina: GAO's Preliminary Observations Regarding Preparedness, Response, and Recovery](#)

National Institute for Occupational Safety and Health (NIOSH)

[Climate Change and Occupational Safety and Health](#)
[Storm/Flood and Hurricane/Typhoon Response Page](#)

National Oceanic and Atmospheric Administration (NOAA)

[National Weather Service: Flood Safety Page](#)
[National Weather Service: National Hurricane Center](#)

Occupational Safety and Health Administration (OSHA)

[Hazard Exposure and Risk Assessment Matrix for Hurricane Response and Recovery Work](#)
[Hurricane Katrina Worker Health and Safety Plan for Federal Employees and Federally Deployed Assets, Including Contractors](#)

U.S. Environmental Protection Agency (EPA)

[Emergency Response for Drinking Water and Wastewater Utilities](#)
[Natural Disasters Page](#)

U.S. National Library of Medicine (NLM)

[Disaster Information Management Research Center: Weather and Storms](#)

Other

[The Federal Response to Hurricane Katrina: Lessons Learned](#)

General Hurricane and Flood Resources

[eXtension Flood Resources](#)

[International Code Council: Flood Cleanup Safety and Salvaging](#)

[Risk Amid Recovery: Occupational Health and Safety of Latino Immigrant Workers in the Aftermath of the Gulf Coast Hurricanes](#)

[Sciencecorps Report: Chemical Hazards in Floods and Disasters – Fuels](#)

Hurricane Katrina Resources

[Airborne Mold and Endotoxin Concentrations in New Orleans, Louisiana, after Flooding, October through November 2005](#)

[American Industrial Hygiene Association \(AIHA\): Recommendations for Protecting Workers in the Aftermath of Hurricanes Katrina and Rita](#)

[Rebuilding after Katrina: A Population-Based Study of Labor and Human Rights in New Orleans](#)

[Solid Waste Association of North America Briefing Report: Hurricane Katrina Disaster Debris Management – Lessons Learned from State and Local Governments](#)

7. TUNE IN TO THE NEXT PLC

The schedule for the remaining sessions in PLC Cycle 17 is below.

6. September 13
7. September 27
8. October 11
9. October 25
10. November 8

MARK YOUR CALENDAR

Next PLC Session: September 13, 2017 at 2:00 p.m. ET
319.527.3513, access code 550105#
Please call in five minutes early.



Feel free to invite a guest! Send your contact information to Mike Senew at msenew@aol.com.

Visit our [HMTRI Brownfields Toolbox](#) website for more information on Brownfields Environmental Workforce Development and Job Training programs. All [PLC session notes and recordings](#) are also located on the website. For those interested in providing content or suggestions, please contact Glo Hanne at ghanne@eicc.edu.

NOTE: The PLC brings together ideas and opinions of individuals interested in environmental workforce development and job training. Ideas and opinions are not those of EPA or its policy and should not be taken as official guidance.