

July 16, 2014

Notes from Environmental Workforce Professional Learning Community (PLC)—Cycle 11, Session 2

Topics: Current Happenings / Updates from Washington as of July 16, 2014

Hunter's Point Family—Lessons learned after completing the first cycle of a new grant—Lena Miller, Hunter's Point Family, Bayview Hunter's Point community of San Francisco

Networking News

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San Francisco Chronicle—\$1 Billion Cleanup

Current Happenings / Updates from Washington as of July 16, 2014

HMTRI

We are thankful that EPA has selected HMTRI as a recipient of a Brownfields Training, Research, and Technical Assistance Cooperative Agreement authorized under §104(k)(6) of the Comprehensive Environmental Response, Compensation, and Liability Act. As with EWDJT grantees, HMTRI is required to compete for federal support allowing us to continue assisting communities in the development and delivery of effective environmental workforce programs.

We will continue our efforts in three basic areas:

1. Working with communities to establish new EWDJT programs.
2. Working with operating programs to deliver effective, sustainable community training and job development.
3. Promoting awareness and outreach to prospective employers, and encouraging partnerships which result in the placement of program graduates.

The Professional Learning Community (PLC) is part of this broader program to accomplish the goals of our cooperative agreement with EPA. We are currently planning the *Annual Environmental Job Development All-Grantee Meeting* to be held later this fall (most likely mid-October). Active PLC members along with current and past EPA EWDJT grantees will be invited to this 2-day meeting. We will provide updates as they occur.

Tips for prospective EWDJT grantees

Congratulations to the 18 EPA Environmental Workforce Development and Job Training (EWDJT) grantees recently selected. Those not selected should look forward to the next cycle later this year.

1. Contact your EPA regional coordinator to review your application and indicate your intent to submit an improved program plan when the next Request for Proposals is issued.
2. Begin now by organizing community support and working partners, and leveraging opportunities.
3. Network with active EWDJT programs. Attend our environmental workforce PLC sessions to learn how successful programs work.

Keep in mind—many of our best grantees have submitted, been rejected, and then funded after improving their program plans.

2014 EWDJT grantees

Congratulations to the 18 EPA Environmental Workforce Development and Job Training Grants (EWDJT). The 18 grantees listed below are a nice mix of governmental organizations and nonprofits. Slightly over

20% are governmental organizations almost 80% nonprofit organizations. Of those selected about half were previous grantees and half new grantees. Fourteen of the 18 grantees selected are Professional Learning Community participants. It is also important to note that some of the awardees are former grantees not funded for several years and now able to continue to expand their programs. Others revised unfunded proposals in the past with improvements and were successful this year. Funded or not funded, contact your EPA Coordinator for a review of your grant and future plans.

Hunters Point Family, San Francisco, CA
City of Durham, NC
Memphis Bioworks, TN
City of Milwaukee, WI
Los Angeles Conservation Corps, CA
Cypress Mandela Training Center, Oakland, CA
St. Nicks Alliance, Brooklyn, NY
Civic Works, Baltimore, MD
Community Development Corporation, Tampa, FL
Limitless Vistas, New Orleans, LA
City of Camden, AR
Energy Coordinating Agency, Philadelphia, PA
Lewis and Clark County, MT
Alaska Forum, AK
Northstar Center for Human Development, Hartford, CT
City of Detroit, MI
The Workplace, Inc., Bridgeport, CT
Mo-Kan Regional Council, St. Joseph, MO

Hunter's Point Family, Bayview Hunter's Point community of San Francisco—Lessons learned after completing the first cycle of a new grant

Many thanks to Lena Miller from Hunter's Point Family (HPF) for her presentation describing conditions and issues facing new grantees working in challenged communities.

Hunter's Point Family was selected to continue their environmental workforce development and job training program with EPA assistance. They have just completed their first three cycles of training and placement from the previous grant. The two most difficult issues facing the new EWDJT program at Hunter's Point Family have been:

1. Recruitment—Locating, recruiting, and nurturing those community residents most likely to prosper in environmental remediation and associated jobs.
2. Placement—Convincing local employers that hiring graduates of a new community environmental training program will bring value to their existing workforce.

More about these issues later....

Community Background

Historically, Bayview Hunter's Point had a diverse, self-sufficient economy of fishing, shipbuilding, and manufacturing. In 1941, the fate of Hunter's Point took a dramatic turn and became driven by the naval shipyard and adjacent development. The Navy used Hunter's Point to support wartime demands for battleships. The single priority of Hunter's Point resulted in rapid expansion of wartime industry phasing out earlier, more diverse industries.

As many as 18,000 people worked at the shipyard during the war with the district's population expanding from 14,000 to 51,000 people, dramatically increasing the blue collar population. After the war, industrial production and jobs declined until the shipyard closed in 1974. As jobs left Bayview Hunter's Point, the African American population increased dramatically with displaced families from gentrified neighborhoods in San Francisco. As the white population dropped from 'White Flight', Bayview Hunter's Point was cut off by freeways, poor public transportation, and urban renewal. Joblessness, which resulted from the shipyard's closure, posed an insurmountable challenge to Bayview Hunter's Point.

Concurrently, that same southeast quadrant of San Francisco became the location of choice for wastewater plants, scrap yards, dumps, power plants, battery plants, and other degrading industries that could not be located in other parts of the city.

Fast forward to the last five years.....

Post-base closure—despite having two superfund sites and over 130 Brownfields sites, Bayview Hunter's Point has become one of the largest continuous tracks of bay front real estate in an otherwise overdeveloped city.

Then—Nobody wanted Hunter's Point.

Now—Everyone wants Hunter's Point.

Then—The community was isolated.

Now—Gentrification threatens community residents.

Then—No jobs in Hunter's Point.

Now—\$1 billion to be spent on cleanup.

Billions of dollars are being spent on the Hunter's Point Community cleanup. See the news article at the end of this section.

Urban renewal revisited—pushing out those who have endured its degradation. Where are the jobs for local residents?

Bayview Hunter's Point is an amplified version of environmental injustice that occurs across the US whether it's Harlem, Brooklyn, or Camden NJ. Disenfranchised populations without political voice or resources are dominated by big money, big politics, and big development. Hunter's Point provides us with a case study for selecting communities best suited for environmental justice and environmental workforce development and training programs. Hunter's Point is important in that similar circumstances, more subtle, exist in many communities across the country.

About Hunter's Point Family (HPF)

HPF is a grass-roots, community-based, youth development agency that provides holistic educational, social, and enrichment programs to youth and their families living in the primarily African American Bayview Hunter's Point community of San Francisco. HPF's Environmental Job Development program targets low-income, minority residents of San Francisco's Bayview Hunter's Point community. Key partners include the San Francisco Office of Economic and Workforce Development, San Francisco City College-Southeast Campus, Young Community Developers, Northern California District Council of Laborers, and San Francisco Public Utilities Commission.

Recruitment

In an isolated community like Bayview Hunter's Point, residents are not only unfamiliar but also suspicious of new training programs. Without a track record of successful placements and job opportunities, participant recruitment remains challenged. While the objective of the EWDJT program is to train and employ local residents, this pool of potential candidates includes individuals who have endured difficult times and carry extensive "baggage." For this reason, it is important to work closely with trusted and respected leaders such as ministers, community organizers, social clubs, social workers, and informal neighborhood mentors. These are the trusted individuals who must support and promote the program.

The first training cycle is the most difficult both in recruitment and placement. As the program matures, informal word gets out regarding its benefits and rewards. Succeeding cycles attract more attention allowing the EWDJT program to become more selective in finding candidates most likely to succeed. Maximum community awareness is required during program "ramp up." As training cycles yield job placements, awareness and community support build.

Placement

Placement issues can be as daunting as participant recruitment in early training cycles. Despite billions of dollars entering Bayview Hunter's Point, little interest has been demonstrated in sharing the remediation prosperity and jobs with local residents. Workers from outside can experience the wealth effect of massive remediation and reconstruction with institutional constraints limiting opportunities for EWDJT graduates.

The resolution to this issue may reside in relationships with remediation contractors and local labor organizations. Every community is different. In the case of Hunter's Point, organized labor represents a large portion of workers (with remediation at federal facilities). It is difficult for shop stewards and business managers to encourage new membership when current members remain on the bench. This issue is resolved as the demand for trained workers increases.

The challenge for EWDJT programs is to nurture union leadership relationships. As contractors seek out workers, labor organizations need to be familiar with ready labor resources. Bringing local shop stewards and business managers into the program as advisors and guests helps create familiarity and beneficial relationships. As the program matures and the demand for certified environmental workers increases, organizations like Construction Craft Laborers will seek new membership from the EWDJT program.

Lena Miller is happy to discuss her program. Contact her at lena@hunterspointfamily.org or 415.822.8894.

Hunters Point Shipyard tour a peek at \$1 billion cleanup

Michael Cabanatuan

Updated 4:14 pm, Saturday, June 28, 2014

San Francisco has big plans for Hunters Point Naval Shipyard, closed in 1974 and being cleansed of contamination by the Navy since 1991, but the city's largest piece of developable land remains a mystery to most.

About 45 curious folks got a close-up look at the deactivated shipyard Saturday on a bus

tour offered by the Navy's environmental cleanup program. While the focus of the tour was the \$1.1 billion cleanup effort, the group also got a glimpse behind the locked gates and chain-link fences.

During the nearly two-hour tour, they saw already cleansed hillsides, big pits where soil is being tested and fields where it's inspected. They rolled past massive dry docks once used to repair vessels as large as aircraft carriers and a 10-story barracks that was never inhabited.

Tour-goers also got close-in views of the six-story glass periscope tower, the world's largest traveling movable gantry crane, the sound stage where "James and the Giant Peach" was filmed - and a coyote trotting past an air-monitoring station.

San Francisco plans to redevelop the shipyard, long used by the Navy for shipbuilding and repair. Some of the historic structures will stay, but most of the three-story ramshackle wooden buildings will be demolished and replaced with 12,000 new homes and apartments, shopping areas and office and manufacturing buildings, along with hundreds of acres of open space.

But before the city can proceed, the Navy has to clean the 440-acre site of contaminants ranging from radium, arsenic, nickel and manganese to dioxins, PCBs and chlorinated solvent - and it's a big job, the biggest base cleanup in the world, according to the person in charge of the cleanup.

"They call this the billion-dollar base," said Keith Forman, the Navy's environmental coordinator for the shipyard and Saturday's tour guide.

The Navy has spent about \$800 million on the cleanup, and expects to spend another \$300 million to \$400 million before it hands over the final pieces of land to the city in 2021.

"It's just got a lot of contamination," he said. "Much of it is low-level contamination, but it is spread all over the base."

The Navy has already turned over 25 acres to the city, and the first cluster of apartments and condominiums is under construction at the corner of Innes Avenue and Donahue Street. Much more land is expected to be cleaned up and transferred to the city in the next two years.

While the extended cleanup and the development plans have generated controversy in the Bayview-Hunters Point community, there was no animosity or political bickering aboard the bus. The tour, which is held a couple of times a year, was open to the public and attracted mainly neighbors of the sprawling shipyard.

They asked so many questions - ranging from the types of contaminants to the plans for the giant crane (undetermined) - that the tour leaders had to limit them so the bus could keep moving. Tour-goers applauded Forman and said they enjoyed the tour.

"I didn't feel like we got a lot of political spiel," said Christina Pavlov, who lives in the

*Bayview. "I had expected PR spin. But they answered everybody's questions."
Molly Bloom, who moved to the Bayview three years ago, said she took the tour to satisfy her curiosity about the shipyard.*

"It was great learning about what happened here and about what the Navy has been doing," she said. "I'm glad I got a chance to see the base before it's all demolished."

Michael Cabanatuan is a San Francisco Chronicle staff writer. E-mail: mcabanataun@sfchronicle.com Twitter: @ctuan

Networking News

First Annual Southeast Brownfields Conference

October 28-31, 2014 at the Rosen Plaza Hotel, Orlando, FL

Registration fees: Private Sector—\$500
 Public Sector—\$300
 Nonprofit Sector—\$200
 One-day Only—\$375

Location: Rosen Plaza Hotel
 9700 International Drive
 Orlando, FL
 Rooms are \$125 (+ tax) per night
 Call 1.800.627.8258 for reservations or follow this link to reserve online:
 <https://bookings.ihotelier.com/bookings.jsp?groupID=1257538&hotelID=2019>

Schedule of Events:

Tuesday, October 28, 2014

3:00–6:00 p.m., Early Onsite Registration/Attendee Check-In/Exhibitor Set-up
7:00–9:00 p.m., Attendee Networking/Social Event

Wednesday, October 29, 2014

8:00 a.m.–5:45 p.m. Southeastern Brownfields Conference Onsite Registration and Check-In
8:00 a.m.–9:00 a.m. Continental Breakfast – Exhibit Hall
8:00 a.m.–9:00 a.m. FBA Board Meeting and Announcement of Election of Officers
8:30 a.m. –9:00 a.m. Opening Session – Welcome Remarks
9:00 a.m. –10:00 a.m. First Series of Sessions
10:00 a.m. –10:30 a.m. Morning Break—Exhibit Hall
10:30 a.m. –11:30 a.m. Second Series of Sessions
11:30 a.m. –1:00 p.m. Lunch—Awards Presentation/Keynote Speaker
1:00 p.m. –2:00 p.m. Third Series of Sessions
2:00 p.m. –3:00 p.m. Fourth Series of Sessions
3:00 p.m. –3:30 p.m. Afternoon Break—Exhibit Hall
3:30 p.m. –4:30 p.m. Fifth Series of Sessions
4:30 p.m. –5:15 p.m. Meet the Regulators
5:15 p.m. –6:00 p.m. Exhibitors Reception—Exhibit Hall
6:00 p.m. –8:00 p.m. Dine Around Networking/Social Event—Pointe Orlando
8:00 p.m. –11:00 p.m. Game Night Social Event—Back Stage Lounge

Thursday, October 30, 2014

8:00 a.m. –9:00 a.m. Continental Breakfast—Exhibit Hall
9:00 a.m. –10:00 a.m. Sixth Series of Sessions
10:00 a.m. –10:30 a.m. Morning Break—Exhibit Hall
10:30 a.m. –11:30 a.m. Seventh Series of Sessions
11:30 a.m. –1:00 p.m. Lunch—Keynote Speaker
1:00 p.m. –2:00 p.m. Eighth Series of Sessions
2:00 p.m. –3:00 p.m. Ninth Series of Sessions
3:00 p.m. –3:30 p.m. Afternoon Break—Exhibit Hall
3:30 p.m. –4:30 p.m. Tenth Series of Sessions
4:30 p.m. –5:15 p.m. Meet the Regulators
5:15 p.m. –7:30 p.m. Closing Reception—Exhibit Hall/Ballroom

Friday, October 31, 2014

8:00 a.m. –9:00 a.m. Continental Breakfast—Exhibit Hall
9:00 a.m. –10:00 a.m. Eleventh Series of Sessions
10:00 a.m. –10:30 a.m. Morning Break—Exhibit Hall
10:30 a.m. – 11:30 a.m. Twelfth Series of Sessions
11:30 a.m. Conference Adjourns

Good Jobs, Green Jobs 2015

The Good Jobs, Green Jobs Conference will begin on April 13, 2015, at the Washington Hilton Hotel. Registration will open soon, but for now, make sure you're free to join hundreds of labor, environmental, business, non-profit, and civic leaders for Good Jobs, Green Jobs 2015.

9th Annual Georgia Environmental Conference

The Georgia Brownfield Association
August 20-22, 2014

Location: Jekyll Island Convention Center
Jekyll Island, GA

Cost: \$350 Early Bird / \$425 Regular

The Georgia Brownfield Association is a premium sponsor of the 9th Annual Georgia Environmental Conference and is hosting the conference's Breakfast Keynote Panel, *Driving Economic Growth & Stewarding Environmental Resources*, on Thursday, August 21, 2014.

The conference is the state's largest and most comprehensive educational opportunity and will be attended by an estimated 600+ state, local, and federal government officials, business and industry leaders, attorneys, consultants, engineers, developers, land owners, architects, agribusiness leaders, energy experts, water planning districts, universities, public health officials, solid waste and recycling experts, and many others with a strong interest in Georgia's and the Southeast region's environmental programs.

Over the three-day period, this conference will host an elite group of environmental professionals seeking to exchange knowledge and share ideas around environmental concerns in Georgia and the Southeast region. The curriculum, designed and developed by the 56-member steering committee,

offers over 50 unique courses, allowing attendees to design their own personalized curriculum by selecting nine educational courses while receiving approved continuing education credits. With the combined efforts of the state's leading environmental organizations, the Georgia Environmental Conference is a valued educational experience focused on Sustaining the Future for the People of Georgia™.

To learn more, please visit the Georgia Environmental Conference Website.

Funding Opportunities

Kresge Foundation Grant opportunities

Note while Kresge Foundation programs do not fund training and curriculum development, they can be a synergistic addition to ongoing environmental training activities.

Special Initiative: Climate Resilience and Urban Opportunity

The Kresge Foundation seeks to help communities build resilience in the face of climate change.

How We Work

In all our grantmaking, investment and action, we aim to enable people and institutions to work together to address the climate crisis, with an eye toward innovation, problem-solving, and informed risk taking. We award general operating-support and project-support grants. We also:

- Make program-related investments.
- Strive to have a tangible impact on policy and practice.
- Favor strategies that cut across sectors and disciplines.
- Promote integrated, system-based initiatives
- Engage and empower historically underserved people and communities.
- Focus on outcomes that will be achieved

Application Process

We are currently accepting statements of qualifications from community-based nonprofits positioned to help influence local and regional climate-resilience planning, and related policy development and implementation. As many as 20 planning grants will be awarded to organizations with a record of effective work in low-income communities and an interest in deepening their involvement and leadership in local and/or regional climate-resilience efforts. Those planning grants will support the development of multiyear work plans detailing ways the organizations will engage in climate-resilience planning, policy development, and implementation efforts to advance the priorities and needs of low-income people. Each nine-month planning grant will provide up to \$100,000. Based on the resulting work plan, up to 15 planning-grant recipients will be invited to apply for multiyear project implementation grants. Interested organizations should submit material via Kresge's online application system by 5 p.m. EDST, July 31, 2014.

See more at <http://kresge.org/programs/environment#sthash.KNJF5D5I.dpuf>

MARK YOUR CALENDAR

Next PLC CYCLE: July 30, 2014 at 2:00 p.m. EDT

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

Visit our *Brownfields Toolbox* Web site at <http://www.brownfields-toolbox.org> for more information on

Brownfields Job Training programs. All PLC session notes and recordings are also located on the *Brownfields Toolbox* Web site at <http://brownfields-toolbox.org/plc-corner/>.

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