

## Florida State College at Jacksonville

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Florida State College at Jacksonville (FSCJ) received their first grant award under the ARRA Stimulus program, and then was awarded again 2011. The program they developed resulted in one of the best proposals in the cycle allowing them to receive additional funding in 2013. They are located in urban Jacksonville near the bus station for local transportation.

A total of 21 state and federal certifications are offered. Students receive notebooks with all certifications displayed.

Below is an overview of the FSCJ environmental workforce program.

### Targeted Community

- Unemployed or severely under-employed veterans
- Displaced workers
- Ex-offenders
- Single mothers
- Recovering substance abusers
- Homeless, low-income, and minority residents of Jacksonville

### Training goal

- 60 students this cycle.
- Previously trained 170 people with an 85% placement rate, and 80 people with a 77% placement rate.

### Core Training Program

- FSCJ expanded to three months of training at 40 hours per week to simulate working schedules.
- Hazardous Waste Operations and Emergency Response (HAZWOPER)
- Leaking underground storage tank corrective action awareness (e.g., site assessment and remediation) including procedures for tank removal when necessary to perform corrective action
- Solid waste deconstruction and recycling
- Green remediation technologies
- Environmental math and chemical awareness training
- Florida stormwater, erosion, and sedimentation control inspector

- Collections and wastewater training
- Two emergency response classes
- Eleven enhanced, environmental health and safety training classes

#### Curriculum (from FSCJ application information brochure)

- OSHA 29 CFR 1910.120: Hazardous Waste Operations and Emergency Response (HAZWOPER)
- Florida DEP Stormwater, Erosion, and Sedimentation Control Inspector
- OSHA Disaster Site Worker Environmental Sampling & Analysis
- OSHA Construction Safety
- OSHA General Industry Authorization
- OSHA Maritime Industry
- FEMA National Incident Management System (NIMS) IS-00700.a Certificate
- FEMA Introduction to Incident Command System IS100 Certificate
- EPA 24-Hr. Hazardous Materials Technician
- Collections and Wastewater Training
- Asbestos Worker Certification
- EPA Lead Renovator, Repair, & Paint (RRP)
- American Red Cross First Aid, CPR, & AED
- OSHA Bloodborne Pathogens

#### Awareness Training

- Environmental Justice Overview
- Solid Waste: Deconstruction & Recycling
- Green Remediation Technologies
- Environmental Math & Chemical Safety
- OSHA Confined Space Entry
- Green Technology Industry: Urban Agriculture
- Leaking Underground Storage Tanks (LUST)

#### Training Delivery and Curriculum

FSCJ is using the Nook Tablet for training delivery. A simple Nook Tablet can be purchased for around \$80. It has a USB port, memory slot, reads multiple formats, and has a 2-month battery life. These devices are Wi-Fi-enabled, and have a 2GB memory (16GB models have more features and are about \$150.) Nooks can be used outside with minimal glare.

Content and reference materials are provided to each student via pdf format. On completion of the program, students keep their Nook for future reference and updates. Devices are not insured. The program keeps about five extra Nooks (used by staff). Loss rates have not been excessive to justify insurance. They have been pleased with performance, student acceptance, and results.

#### Student Services and Retention

- FSCJ has a 100% retention rate. They attribute the high retention rate to three factors:
  1. Almost every hour, motivational and life skills discussions are inserted into the curriculum. This approach breaks up technical discussions and provides a foundation for retention and placement.
  2. FSCJ has many applicants with diverse backgrounds and skills. Multiple filtering techniques are used to find the best candidates.
  3. A structured and comprehensive recruitment process involves considerable face-to-face interaction.

#### Student Recruitment

FSCJ recruits inner-city unemployed and disadvantaged residents. An intensive screening process is used. A structured and intensive recruitment process is used similar to the “tryout process” adopted by others.

TABE is not the primary criteria for acceptance into the program. The TABE requirement is a 6<sup>th</sup> grade level in math and reading. Equally important are the following acceptance criteria:

1. Applicants must fill out a detailed, lengthy application. Those not interested are filtered quickly.
2. Orientation for potential applicants.
3. Panel interviews.
4. Medical screening for SCBA.
5. Driver’s license required.
6. One-on-one / face-to-face personal interviews.
7. Applicants must be willing to travel out of state.
8. Drug free—on-the-spot drug testing by Lab Corps of all serious applicants.
9. Final selection based on applicant motivation and staff consensus of success in the program.

#### Participant Prerequisites

- Must be unemployed or under-employed.
- Must be 18 years of age.
- Must have high school diploma or high school equivalency certification.
- Must be physically fit and able to lift at least 30 pounds.
- Must be able to work in confined areas (not claustrophobic).
- Must consent to a drug urinalysis test.
- Must pass a test for adult basic education (TABE).
- Must consent to a criminal background check.

## Application Process

Step 1: Complete and submit the application and provide copies of required identification listed in the application for screening.

Step 2: Attend a scheduled mandatory Environmental Workforce Development & Job Training Orientation and information session (questions & answers).

Step 3: Attend a scheduled interview process with the Environmental Training Team.

Step 4: Take a Test for Adult Basic Education (TABE).

Step 5: Students who do not pass the TABE may attend remedial education and reapply for future classes.

Step 6: Pass the TABE.

Step 7: Pass a drug urinalysis screening.

Step 8: Upon completion of the previous steps, students go through a final interview process and are notified if selected for the next available course. This Job Training program is a Selective Admission Program.

## Job Placement

FSCJ has a 75-85% placement rate. The Nook Tablet is used to send emails to students and graduates. Job leads and announcements are sent to all program participants via email and social media.

FSCJ has a close relationship with the Florida Brownfields Association. Graduates have been sent to the annual conference for introductions and discussions with potential employers. In the "Opportunities" section of these post-session notes is an announcement for this year's meeting.

## Key partners

- Jacksonville Housing Authority
- WorkSource
- City of Jacksonville Division of Military Affairs
- Veteran's and Disable Services
- Florida State College Foundation
- Florida Brownfields Association