

## Mott Community College

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When it comes to dislocated workers, layoffs, and unemployment, Flint and Detroit are among the most difficult EWDJT target urban communities. Plant closures, deteriorating housing values, urban flight, and increased crime are just a few of the issues presented to EWDJT programs in “old industry centric” communities. Mott Community College (MCC) has faced these issues in addition to unexpected program and staff changes.

### Adapting programs in a changing economy

Events at MCC are not unique and have occurred with other EWDJT grantees. What is special is the way MCC addressed and overcame unexpected staff changes at their college.

Shortly after receiving their EPA EWDJT award, the principal program manager left the college. Staff changes can occur in any EWDJT program for a variety of reasons, and often has. It is important to consider ways to mitigate those transitions. To their credit, staff approached the new responsibility with an open mind and willingness to learn.

MCC attended the HMTRI 2013 Annual All-Grantee Meeting just a few months after receiving the EPA award. New to the program, many of the strategies and experiences presented were foreign. Successful strategies used by other grantees were not part of MCC’s program plan. As the first cycle proceeded, MCC learned how difficult the first year of an EWDJT program can become. They discovered the importance of recruitment and close relationships to employers emphasized at the Annual All-Grantee Meeting.

### Program awareness and student recruitment

MCC feels the real breakthrough came during the second HMTRI Annual All-Grantee meeting they attended in October 2014. Four key staff members attended the meeting who had many issues and questions. Together they discussed techniques and strategies used by others that could apply to their program. They feel that their first-year program has now been reinvented. Most significant was the development and adoption of a version of the tryout recruitment process used by OAI. Staff focused on the importance of program awareness in the community, recruitment, and matching curriculum to local employer needs.

### Issues, potential problems, and advice for new grantees

New grantees need to recognize the first year of a new EWDJT program will be filled with unexpected consequences and a learning curve unlike other workforce development programs.

Those who are new to EWDJT would be wise to learn from mistakes and successes of other more experienced programs. EPA has established mechanisms for mentoring through HMTRI's Professional Learning Community, Grantee and Community Outreach Listserv, and Annual All-Grantee Meetings; and EPA Regional Coordinators. New programs should not hesitate to revise strategies that do not appear to be working after discussing those changes with your EPA Regional Coordinator.

#### Overview of the MCC EWDJT program

##### Training goal

- Train 51 students
- Place 36 graduates in environmental jobs
- Track graduates for at least one year

#### Core curriculum (core training program includes 370 hours of instruction)

- Applied math and science
- Site assessment
- Soil and groundwater sampling and treatment
- Lead and asbestos awareness
- Mold awareness
- Site remediation preparation
- Leaking underground storage tank corrective action (e.g., site assessment or remediation) awareness including procedures for tank removal when necessary to perform corrective action
- Wastewater treatment
- Greening techniques
- Four state certifications
- Four federal certifications

#### Target population

- Unemployed and underemployed city residents
- Veterans
- Minorities
- Residents impacted by manufacturing plant closures

#### Key partners

- Center for Community Progress
- Genesee County Land Bank Authority
- The city of Flint
- Career Alliance, Inc.
- Flint River Watershed Council
- A number of environmental employers