

February 19, 2020



Notes from the Environmental Workforce Professional Learning Community (PLC)—Cycle 22, Session 2.

This series of bi-weekly phone calls examines effective Environmental Workforce Development and Job Training (EWDJT) strategies from experienced grantees. PLC calls share ideas among successful grantees and prepare interested organizations for the next EPA Request for Proposals. 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. Questions from PLC participants
3. Grantee News
4. Environmental job titles – Jobs where EWDJT graduates find employment
5. Webinars and presentation power points
6. Training and professional development opportunities
7. Conferences, workshops and meetings
8. Funding and leveraging opportunities
9. Check in with EPA Regional Coordinators
10. Join us on future Professional Learning Community calls

1. NEWS FROM WASHINGTON AND HMTRI

EPA Happenings:

For those who may have missed the news, EPA will be issuing an FY21 Environmental Workforce Development and Job Training (EWDJT) request for proposals later this spring. Details have not been finalized, but to give an idea on what to expect, here is a possible schedule subject to change:

- **June-July 2020** - EPA issues an FY21 Environmental Workforce Request for Proposals(RFP)
- **August-September 2020** - Proposal development and submission to grants.gov (see section 8)
- **October-December 2020** – EPA review with funding announcements before Christmas
- **January-February 2021** - Award letter and acceptance by applicants, work plans reviewed and approved, terms and conditions finalized, funding authorized
- **March-April 2021**- preparation for the first training cohort under the FY21 grant
- **Spring -Summer 2021** – Training and placement activities in full operation

If this schedule holds the FY21 EWDJT grant cycle will be similar to the FY20 cycle. We do not expect major changes in the RFP (see PLC questions below). Those interested in seeing what the RFP might look like, go to the EPA website.

- [Frequently Asked Questions from the FY20 RFP](#)
- [FY20 EWDJT Request for Proposals](#)
- [EPA Outreach Seminar](#)

HMTRI News:

2020 EWDJT Annual All-Grantee Meeting
August 12th and 13th
Holiday Inn Old Town, Alexandria, VA

The Annual All-Grantee Meeting is open to PLC members, past and current EWDJT grantees, and will be attended by EPA Headquarters Staff in addition to EWDJT Regional Coordinators. This workshop consists of two full days of group networking and breakout sessions addressing issues associated with the development, operation and sustainability of community environmental workforce training programs. Lodging costs for three nights will be provided, with travel on August 11th and 14th. Participants will be responsible for their own transportation and supplemental expenses. Registration information will be sent out in the next few weeks.

Update the HMTRI Certified Employee Finder

HMTRI is in the process of updating EWDJT contact information, graduation dates, social media and curriculum scans. Each year, HMTRI scans grantees to update information about their program. Information in these scans provides national employers a way to connect with EWDJT programs.

In addition to employment opportunities, social media and curriculum information allow stakeholders to learn more about local EWDJT programs, course offerings and graduate qualifications. The final compilation will be distributed on the HMTRI listserv, posted to the brownfields-toolbox.org and shared with national employers. Those interested in last year's scan can access them at these toolbox links. Corrections and updates can be emailed to Bruce Diamond at bdiamond@eicc.edu

Certified Employee Finder

http://brownfields-toolbox.org/wp-content/uploads/2017/05/EWDJT_Grads_2017.pdf

Social Media Directory

<http://brownfields-toolbox.org/wp-content/uploads/2017/05/SocialMediaDirectory-Grantees.pdf>

2. PLC QUESTIONS

The last PLC we had questions regarding the eligibility of FY20 funded programs to apply for an additional FY21 EWDJT grant.

We asked EPA to clarify eligibility for this year's competition. While not finalized it is expected that the FY21 RFP will be similar to FY20 in that indirect costs will be an allowable budget category. However, those organizations receiving FY20 funding will not be eligible to apply for additional FY21 funding. They will, however, be eligible for the FY22 competition the following year. This news is likely to be encouraging for new applicants and applicants not able to be funded this year.

Questions?

Still have unanswered questions? Send them to hkballou@eicc.edu.

3. GRANTEE NEWS

A Shout-out to West End Neighborhood House in Wilmington , DE

Thanks Ronike Haynie for the great news.

"FYI... this past Fall cohort of 2019 was my first cohort here at West End Neighborhood House in Wilmington, DE. I serve as the recruiter, case manger and I do the Job Placement. With the help of my Director Anya Lindsey we created a sound curriculum and focused on Social Emotional Learning (S E L) and worked on creating a community with our students through properly engaging them the first two weeks in our five week program. I was able to recruit successfully by using a newly created needs assessment that our admin and case mangers developed . I brought in 17 students and all 17

graduated, this was our biggest class to date for our program. We currently have seven placed out the seventeen. One of the 17 started last week as an Asbestos Abatement Worker with the School District of Philadelphia. During the cohort he worked as waiter at local restaurant making \$2.50 an hour plus tips. Below is an outline of the job description, job requirements, and current salary for his new job.”

The Job --- at a Glance:

- Salary starting at \$48,791
- Comprehensive medical benefits package
- Paid holidays, vacation and personal leave
- Enrollment in PA State Retirement System (PSERS)
- Health insurance, Paid time off
- Bi weekly or Twice monthly
- Monday to Friday work schedule
- \$52,464.00 /year with experience

Asbestos removal program in the role you'll do the following:

- Repair and/ or remove asbestos containing materials from buildings
- Install HEPA (High Efficiency Particulate Air) filtering equipment
- Removed suspended ceilings
- Remove acoustical plaster, steel beam fireproofing and/ or pipe and boiler insulation

What are the requirements to be hired?

- High School Diploma or GED equivalent
- Three years of full-time asbestos abatement experience
- Valid Asbestos Worker license issued by Pennsylvania and the City of Philadelphia
- Valid EPA- approved Asbestos Worker/Supervisor Certificate
- Valid Driver's license

Ronike would be happy to hear from those interested in his program at West End Neighborhood House.

RHaynie@westendnh.org

4. ENVIRONMENTAL JOB TITLES – JOBS WHERE EWDJT GRADUATES FIND EMPLOYMENT

Traditional environmental jobs

Stakeholders and program managers new to the EWDJT program may associate environmental careers with a specific set of knowledge, skills and certificates. Certainly, those jobs use skills integral to the environmental workforce training program. All too often, program graduates only seek employment in traditional environmental fields such as those listed below.

- Asbestos abatement and remediation
- Lead abatement and remediation
- Environmental technician
- Water, wastewater operation
- Hazardous materials handling
- Environmental consulting
- Hazardous materials hauling
- Waste recycling and deconstruction
- Environmental training
- Hazardous spill response and cleanup
- Environmental assessment and sampling

Fortunately, the universe of government, business and industry looking for EWDJT graduates is much larger than the fields just described. The reality is that, EWDJT graduates have employment opportunities way beyond traditional environmental centric organizations. Employers need applicants with specific

environmental certifications and training in environmental remediation, health and safety, but they also need vetted applicants who have proven to be dependable, team oriented, drug free and demonstrate basic life skills. While job titles may not have “environmental” in them, EWDJT skills, knowledge, certifications, and attitude are often buried in a larger more inclusive job description. The job title may not be recognized as a traditional environmental occupation but is well suited for EWDJT graduate careers.

Environmental careers in jobs without an environmental title

Placement managers and program graduates, all too often, restrict their employment search to jobs with environmental titles. Because environmental work may be grouped with, embedded in, or incorporated into non-environmentally titled occupations, job seekers need to expand their search. Large organizations not normally involved in environmental remediation also need individuals with knowledge of environmental, health, safety, and/or Brownfields issues. Insurance companies, banks, realtors, architects, shippers, landscaping, and governmental organizations are just a few examples of employers looking for workers with attributes that EWDJT graduates can provide.

- Welders and refinery workers may need asbestos training when working around insulated piping.
- Painters may require lead testing, remediation training, and confined space certifications.
- Highway and railway workers may work in areas where hazardous materials are present.
- Law enforcement and first responders often encounter situations involving hazardous materials.
- All trades working with potential hazardous exposures are required to have 1910.120 certifications.
- Many construction and deconstruction occupations require environmental remediation skills and certifications.
- Directing traffic involving hazardous materials movement or located on hazardous waste sites requires environmental certifications.

Since many environmental jobs are embedded in occupations without environmental nomenclature, placement efforts need to extend beyond jobs having environmental titles. Potential employers must be approached with graduate certification, skill and knowledge attributes that may be relevant to current job openings.

Employers looking for workers with EWDJT training

Here are a few examples of organizations to be considered as potential employers of EWDJT graduates. Job openings, titles, and job descriptions need to be reviewed to match graduate credentials with requirements for employment.

- Local, state, and federal government environmental offices and programs
- Businesses having a chemical or transportation orientation
- Insurers specializing in hazardous materials, production and transport
- Construction, deconstruction, remodelers, and development corporations
- Municipal agencies (water, solid waste, transportation, and facilities management)
- Community development corporations
- Regional and national manpower firms
- Training consultants
- Environmental, health, or safety equipment sales or distribution
- Material handling firms
- Hospitals
- Production facilities with environmental, health, or safety concerns

- Mining and mineral extraction companies
- Energy firms (including oil, gas, wind, solar, and innovative energy technologies)

Job titles from a recent HMTRI graduate scan

Recently HMTRI reviewed job titles associated with 16 EWDJT grantee placements. The table below illustrates the variety and frequency of job titles associated with EWDJT placement. Titles such as crew member, driver, environmental technician, service and maintenance technician are popular “catch all” titles for EWDJT graduates but give little detail regarding worker expectations, knowledge, certifications or life skills. The general nature of job titles demonstrates the importance of discussing specific requirements associated with prospective employers. Employment criteria may include certifications, technical skills, work hours, teamwork or life skills. Developing a needs, or labor market assessment, allows for the application of a variety of job titles best describing program graduates. We will discuss labor market assessments in a future PLC.

Job Titles associated with graduates from 16 EWDJT programs

Abatement Worker	Iron Worker-Apprentice
Air Duct Cleaner	Janitor
Angle-Matic Operator	Laborer
Asbestos Worker/ Asbestos Handler	Laborer
Asbestos/Lead Abatement Handler	Laborer-Renovating
Bronze Finisher	Land Management Specialist;
Carpenter	Landscaper
Carpenter (journeyman)	Lawn Care Company Crew Member
CDL B Driver's License - Construction	Lead Solar Crew
CDL B Driver's License - Environmental Remediation	Lead Technician
CDL B Driver's License - Fuel	Lead/Gayk Operator
CDL B Driver's License - Waste Management	Low Voltage Technician
Chemical Plant Security Guard	Machine Operator
Community Workers	Maintenance Technician
Construction Attendant	Maintenance Technician
Construction Laborer	Maintenance Worker
Construction Technician	material handler
Corrections Officer	Material Handler
Crew Chief	Mining Operations Coordinator
Crew Member	Nuclear & Hazardous Waste Technician 2
Crew Member	Nurse’s Aide
Crew Member	Office Workers
Custom Cabinetry Installer	Operator/Assembly/Production Worker
Customer Service	Packager
Deconstruction Team Member	Paint Crew-HAZWOPER
Demanufacturing Specialist	Panel Installer
Direct Care Worker	Production
Dispatcher	Production

Dock Worker
Drafter
Driver
Driver
Driver in Training
Educational Specialist
Emergency Response Technicians
Enterprise Director
Environmental Construction Laborer
Environmental Safety and Security Manager
Environmental Scientist II
Environmental Service Tech
Environmental Specialist
Environmental Tech
Environmental Technician
Environmental Technician
Environmental Technician
Environmental Technicians
Environmental Technicians
Equipment Manager
Equipment Operator
ES&H Technician I
Facilities Manager
Field Technician
Field Technician
Field Technician
Finisher
Food Co-op Manager
Forklift Operator
Forklift Operator
Foundry Operator
General Laborer
General Laborer
General Manager
GIS Specialist
GIS Technician
Grounds Labor/ Pesticide Management
Handyman
Hazardous Waste Technician
HAZMAT

Production Associate
Production Tech
Production Worker
Program Assistant
Project Specialist
QA specialist
Quality Inspector
Radiation Control Technician Apprentice
Receiving Supervisor
Retail Sales Specialist/Tyson DRT
Roofer
Safety Attendant
Safety Inspector
Safety Officer
Sales
Scalehouse Attendant
Semi-Skilled Laborer
Service Rep
Service Technician
Service Technician
Service Technician
Site Supervisor
Slam Latch Assembly
Solar Installer
Solar Installer
Solar Panel Installer
Sorter
Spill Response Technician
Staff Associate
Stock Associate
Stocker
Sweeper Driver
Team Lead
Technician
Technician-Mold and Vapor Barrier
Tow Truck Driver
Truck Driver
Utility Worker
Warehouse Fork Lift Operator
Warehouse Worker

Heavy Equipment Operator	Waste Management Technician
Home Health Aide	Watershed Outreach Specialist
Inspection & Packaging	Waver/Tasker
Installation Tech	Welder/Fabricator

Job titles, descriptors and additional employment resources available from the Department of Labor

The Department of Labor (DOL) has constructed a massive database in an attempt to title and describe as many occupations as possible. The database is called O*NET OnLine. It can be accessed at <https://www.onetonline.org/>.

O*NET OnLine has detailed descriptions for use by job seekers, workforce development, and HR professionals, students, researchers, and as an exploration tool for EWDJT placement staff when working with prospective employers. Clearly when working with O*Net, it must be kept in mind that it is a “one size – fits all” tool that generally describes a large number of occupations but does not take into account specific employer needs. As previously noted, EWDJT labor market assessments fill in details and supplements DOL’s job titles and standard job descriptions.

To demonstrate the detail and comprehensiveness of what will be found on the O*Net database, information provided for a single job title 47-4041.00 - Hazardous Materials Removal Workers is presented below and can be found at <https://www.onetonline.org/link/summary/47-4041.00>.

Details Report for:

47-4041.00 - Hazardous Materials Removal Workers

Identify, remove, pack, transport, or dispose of hazardous materials, including asbestos, lead-based paint, waste oil, fuel, transmission fluid, radioactive materials, or contaminated soil. Specialized training and certification in hazardous materials handling or a confined entry permit are generally required. May operate earth-moving equipment or trucks.

Sample of reported job titles: Abatement Worker, Asbestos Abatement Worker, Asbestos Hazard Abatement Worker, Asbestos Remover, Asbestos Worker, Decontamination / Decommissioning Operator (D & D Operator), Field Technician, Hazmat Technician (Hazardous Materials Technician), Site Worker, Waste Handling Technician

View report: [Summary](#) [Details](#) [Custom](#)

[Tasks](#) | [Technology Skills](#) | [Tools Used](#) | [Knowledge](#) | [Skills](#) | [Abilities](#) | [Work Activities](#) | [Detailed Work Activities](#) | [Work Context](#) | [Job Zone](#) | [Education](#) | [Credentials](#) | [Interests](#) | [Work Styles](#) | [Work Values](#) | [Related Occupations](#) | [Wages & Employment](#) | [Job Openings](#) | [Additional Information](#)

Tasks Save Table (XLS/CSV)

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Importance	Category	Task
86 	Core	Build containment areas prior to beginning abatement or decontamination work.  

85		Core Remove asbestos or lead from surfaces, using hand or power tools such as scrapers, vacuums, or high-pressure sprayers.  
84		Core Identify asbestos, lead, or other hazardous materials to be removed, using monitoring devices.  
82		Core Prepare hazardous material for removal or storage.  
81		Core Comply with prescribed safety procedures or federal laws regulating waste disposal methods.  
77		Core Load or unload materials into containers or onto trucks, using hoists or forklifts.  
74		Core Clean contaminated equipment or areas for re-use, using detergents or solvents, sandblasters, filter pumps, or steam cleaners.  
74		Core Remove or limit contamination following emergencies involving hazardous substances.  
73		Core Clean mold-contaminated sites by removing damaged porous materials or thoroughly cleaning all contaminated nonporous materials.  
72		Core Operate machines or equipment to remove, package, store, or transport loads of waste materials.  

Technology Skills Save Table [\(XLS/CSV\)](#)

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- **Data base user interface and query software** — Database software 
 - **Enterprise resource planning ERP software**  — SAP  
 - **Facilities management software** — Computerized maintenance management system software CMMS 
 - **Internet browser software** 
 - **Office suite software** — Microsoft Office  
 - **Presentation software** — Microsoft PowerPoint  
 - **Spreadsheet software** — Microsoft Excel  
 - **Word processing software** 
-  Hot Technology — a technology requirement frequently included in employer job postings.

Tools Used Save Table [\(XLS/CSV\)](#)

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- **Air samplers or collectors** — Aerosol meters; Air monitoring equipment; Air sampling devices; Personal air monitors 
- **Decontamination shower** — Decontamination trailers; Decontamination units 
- **Hand sprayers** — Chemical solution sprayers; High-pressure water sprayers 
- **Hazardous material protective apparel** — Chemical protective clothing; Level B encapsulated suits; Liquid splash protective clothing; Vapor protective garments ([see all 7 examples](#)) 
- **Multi gas monitors** — Color changing gas detection devices; Electrochemical gas monitors; Total vapor survey instruments 
- **Pick or place robots** — Mechanical arms; Remote control track robots 
- **Pneumatic sanding machines** — Pneumatic scabbling tools; Sandblasters; Slurry blast equipment; Steel shot recyclable blasting equipment ([see all 5 examples](#)) 
- **Radiation detectors** — Beta radiation meters; Gamma radiation meters; Radiation survey meters; Thermoluminescent dosimeters ([see all 6 examples](#)) 

- **Reagent kits for use with air samplers** — Chemical agent detectors; Portable chemical agent detection devices+
- **Vacuum cleaners** — Filtered vacuums; High-efficiency particulate air HEPA vacuums+

Knowledge Save Table (XLS/CSV)

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Importance	Knowledge
65	Public Safety and Security — Knowledge of relevant equipment, policies, procedures, and strategies to promote effective local, state, or national security operations for the protection of people, data, property, and institutions.+
62	Administration and Management — Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.+
60	Customer and Personal Service — Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.+
60	Transportation — Knowledge of principles and methods for moving people or goods by air, rail, sea, or road, including the relative costs and benefits.+
56	Building and Construction — Knowledge of materials, methods, and the tools involved in the construction or repair of houses, buildings, or other structures such as highways and roads.+
53	Mechanical — Knowledge of machines and tools, including their designs, uses, repair, and maintenance.+
52	English Language — Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.+
46	Mathematics — Knowledge of arithmetic, algebra, geometry, calculus, statistics, and their applications.+
40	Chemistry — Knowledge of the chemical composition, structure, and properties of substances and of the chemical processes and transformations that they undergo. This includes uses of chemicals and their interactions, danger signs, production techniques, and disposal methods.+
40	Clerical — Knowledge of administrative and clerical procedures and systems such as word processing, managing files and records, stenography and transcription, designing forms, and other office procedures and terminology.+

Skills Save Table (XLS/CSV)

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Importance	Skill
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- 66  **Monitoring** — Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action. +
- 63  **Critical Thinking** — Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems. +
- 60  **Operation and Control** — Controlling operations of equipment or systems. +
- 56  **Active Listening** — Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times. +
- 56  **Operation Monitoring** — Watching gauges, dials, or other indicators to make sure a machine is working properly. +
- 53  **Reading Comprehension** — Understanding written sentences and paragraphs in work related documents. +
- 53  **Speaking** — Talking to others to convey information effectively. +
- 50  **Active Learning** — Understanding the implications of new information for both current and future problem-solving and decision-making. +
- 50  **Complex Problem Solving** — Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions. +
- 50  **Coordination** — Adjusting actions in relation to others' actions. +

[Abilities Save Table \(XLS/CSV\)](#)

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Importance	Ability
75 	Problem Sensitivity — The ability to tell when something is wrong or is likely to go wrong. It does not involve solving the problem, only recognizing there is a problem. +
72 	Oral Comprehension — The ability to listen to and understand information and ideas presented through spoken words and sentences. +
69 	Control Precision — The ability to quickly and repeatedly adjust the controls of a machine or a vehicle to exact positions. +
66 	Near Vision — The ability to see details at close range (within a few feet of the observer). +
66 	Oral Expression — The ability to communicate information and ideas in speaking so others will understand. +
63 	Arm-Hand Steadiness — The ability to keep your hand and arm steady while moving your arm or while holding your arm and hand in one position. +
63 	Category Flexibility — The ability to generate or use different sets of rules for combining or grouping things in different ways. +
63 	Deductive Reasoning — The ability to apply general rules to specific problems to produce answers that make sense. +

- 63  **Speech Recognition** — The ability to identify and understand the speech of another person. +
- 63  **Written Expression** — The ability to communicate information and ideas in writing so others will understand. +

Work Activities Save Table [\(XLS/CSV\)](#)

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Importance	Work Activity
77 	Communicating with Supervisors, Peers, or Subordinates — Providing information to supervisors, co-workers, and subordinates by telephone, in written form, e-mail, or in person. +
74 	Getting Information — Observing, receiving, and otherwise obtaining information from all relevant sources. +
73 	Inspecting Equipment, Structures, or Material — Inspecting equipment, structures, or materials to identify the cause of errors or other problems or defects. +
73 	Performing General Physical Activities — Performing physical activities that require considerable use of your arms and legs and moving your whole body, such as climbing, lifting, balancing, walking, stooping, and handling of materials. +
71 	Handling and Moving Objects — Using hands and arms in handling, installing, positioning, and moving materials, and manipulating things. +
70 	Evaluating Information to Determine Compliance with Standards — Using relevant information and individual judgment to determine whether events or processes comply with laws, regulations, or standards. +
69 	Monitor Processes, Materials, or Surroundings — Monitoring and reviewing information from materials, events, or the environment, to detect or assess problems. +
68 	Identifying Objects, Actions, and Events — Identifying information by categorizing, estimating, recognizing differences or similarities, and detecting changes in circumstances or events. +
67 	Establishing and Maintaining Interpersonal Relationships — Developing constructive and cooperative working relationships with others, and maintaining them over time. +
64 	Updating and Using Relevant Knowledge — Keeping up-to-date technically and applying new knowledge to your job. +

Detailed Work Activities Save Table [\(XLS/CSV\)](#)

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- Assemble temporary equipment or structures. +
- Prepare hazardous waste for processing or disposal. +
- Inspect work sites to identify potential environmental or safety hazards. +
- Record operational or environmental data. +

- Operate cranes, hoists, or other moving or lifting equipment.+
- Drive trucks or truck-mounted equipment.+
- Load or unload materials used in construction or extraction.+
- Decontaminate equipment or sites to remove hazardous or toxic substances.+
- Mix substances or compounds needed for work activities.+
- Pour materials into or on designated areas.+

Work Context Save Table (XLS/CSV)

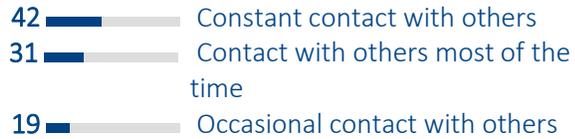
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Work Context	Percentage of Top Responses
<p>Face-to-Face Discussions — How often do you have to have face-to-face discussions with individuals or teams in this job?+</p>	<p>84 Every day</p>
<p>Wear Common Protective or Safety Equipment such as Safety Shoes, Glasses, Gloves, Hearing Protection, Hard Hats, or Life Jackets — How much does this job require wearing common protective or safety equipment such as safety shoes, glasses, gloves, hard hats or life jackets?+</p>	<p>69 Every day 20 Once a week or more but not every day 11 Once a month or more but not every week</p>
<p>Wear Specialized Protective or Safety Equipment such as Breathing Apparatus, Safety Harness, Full Protection Suits, or Radiation Protection — How much does this job require wearing specialized protective or safety equipment such as breathing apparatus, safety harness, full protection suits, or radiation protection?+</p>	<p>69 Every day 20 Once a week or more but not every day</p>
<p>Responsible for Others' Health and Safety — How much responsibility is there for the health and safety of others in this job?+</p>	<p>58 Very high responsibility 27 High responsibility</p>
<p>Exposed to Contaminants — How often does this job require working exposed to contaminants (such as pollutants, gases, dust or odors)?+</p>	<p>42 Every day 38 Once a week or more but not every day 16 Once a month or more but not every week</p>
<p>Telephone — How often do you have telephone conversations in this job?+</p>	<p>60 Every day 20 Once a week or more but not every day 14 Never</p>

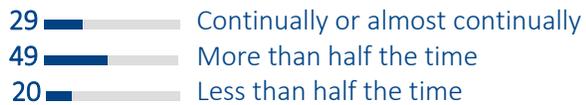
Work With Work Group or Team — How important is it to work with others in a group or team in this job?+



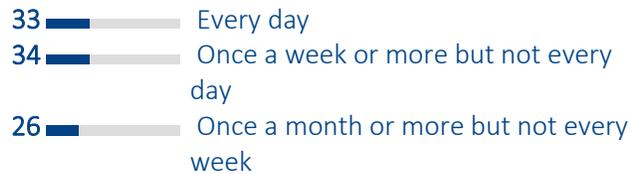
Contact With Others — How much does this job require the worker to be in contact with others (face-to-face, by telephone, or otherwise) in order to perform it?+



Spend Time Standing — How much does this job require standing?+



Time Pressure — How often does this job require the worker to meet strict deadlines?+



Job Zone Save Table (XLS/CSV)

Title Job Zone Three: Medium Preparation Needed

Education Most occupations in this zone require training in vocational schools, related on-the-job experience, or an associate's degree.

Related Experience Previous work-related skill, knowledge, or experience is required for these occupations. For example, an electrician must have completed three or four years of apprenticeship or several years of vocational training, and often must have passed a licensing exam, in order to perform the job.

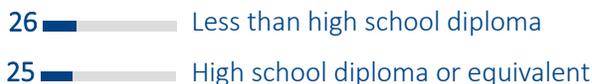
Job Training Employees in these occupations usually need one or two years of training involving both on-the-job experience and informal training with experienced workers. A recognized apprenticeship program may be associated with these occupations.

Job Zone Examples These occupations usually involve using communication and organizational skills to coordinate, supervise, manage, or train others to accomplish goals. Examples include hydroelectric production managers, travel guides, electricians, agricultural technicians, barbers, court reporters, and medical assistants.

SVP Range (6.0 to < 7.0)

Education

Percentage of Respondents	Education Level Required
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20 Post-secondary certificate



Credentials

Interests Save Table (XLS/CSV)

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Occupational Interest	Interest
95	Realistic — Realistic occupations frequently involve work activities that include practical, hands-on problems and solutions. They often deal with plants, animals, and real-world materials like wood, tools, and machinery. Many of the occupations require working outside, and do not involve a lot of paperwork or working closely with others.
45	Conventional — Conventional occupations frequently involve following set procedures and routines. These occupations can include working with data and details more than with ideas. Usually there is a clear line of authority to follow.
33	Investigative — Investigative occupations frequently involve working with ideas, and require an extensive amount of thinking. These occupations can involve searching for facts and figuring out problems mentally.
22	Enterprising — Enterprising occupations frequently involve starting up and carrying out projects. These occupations can involve leading people and making many decisions. Sometimes they require risk taking and often deal with business.
11	Social — Social occupations frequently involve working with, communicating with, and teaching people. These occupations often involve helping or providing service to others.
0	Artistic — Artistic occupations frequently involve working with forms, designs and patterns. They often require self-expression and the work can be done without following a clear set of rules.

Work Styles Save Table (XLS/CSV)

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Importance	Work Style
87	Cooperation — Job requires being pleasant with others on the job and displaying a good-natured, cooperative attitude.

- 86  **Attention to Detail** — Job requires being careful about detail and thorough in completing work tasks.⊕
- 86  **Dependability** — Job requires being reliable, responsible, and dependable, and fulfilling obligations.⊕
- 84  **Self Control** — Job requires maintaining composure, keeping emotions in check, controlling anger, and avoiding aggressive behavior, even in very difficult situations.⊕
- 79  **Adaptability/Flexibility** — Job requires being open to change (positive or negative) and to considerable variety in the workplace.⊕
- 78  **Integrity** — Job requires being honest and ethical.⊕
- 77  **Stress Tolerance** — Job requires accepting criticism and dealing calmly and effectively with high stress situations.⊕
- 76  **Concern for Others** — Job requires being sensitive to others' needs and feelings and being understanding and helpful on the job.⊕
- 74  **Initiative** — Job requires a willingness to take on responsibilities and challenges.⊕
- 73  **Achievement/Effort** — Job requires establishing and maintaining personally challenging achievement goals and exerting effort toward mastering tasks.⊕

Work Values Save Table (XLS/CSV)

⊕ All 6 displayed (1 important)

Extent	Work Value
89 	Support — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.⊕
45 	Independence — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.⊕
45 	Relationships — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.⊕
36 	Working Conditions — Occupations that satisfy this work value offer job security and good working conditions. Corresponding needs are Activity, Compensation, Independence, Security, Variety and Working Conditions.⊕
28 	Achievement — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.⊕
22 	Recognition — Occupations that satisfy this work value offer advancement, potential for leadership, and are often considered prestigious. Corresponding needs are Advancement, Authority, Recognition and Social Status.⊕

Related Occupations Save Table (XLS/CSV)

All 10 displayed

17-3029.01	Non-Destructive Testing Specialists
37-1012.00	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers ☀️
47-2011.00	Boilermakers 🌿
47-5012.00	Rotary Drill Operators, Oil and Gas ☀️ Bright Outlook
47-5031.00	Explosives Workers, Ordnance Handling Experts, and Blasters
51-9011.00	Chemical Equipment Operators and Tenders 🌿 Green
51-9012.00	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders 🌿
53-7071.00	Gas Compressor and Gas Pumping Station Operators
53-7072.00	Pump Operators, Except Wellhead Pumpers ☀️
53-7121.00	Tank Car, Truck, and Ship Loaders

Wages & Employment Trends

Median wages (2018) \$20.21 hourly, \$42,030 annual

State wages



Employment (2018) 46,000 employees

Projected growth (2018-2028) ■■■■ Much faster than average (11% or higher)

Projected job openings (2018-2028) 6,600

State trends



Top industries (2018) [Administrative and Support Services](#) (81% employed in this sector) [\(see all industries\)](#)

Source: Bureau of Labor Statistics [2018 wage data](#) and [2018-2028 employment projections](#). "Projected growth" represents the estimated change in total employment over the projections period (2018-2028). "Projected job openings" represent openings due to growth and replacement.

Job Openings on the Web



Sources of Additional Information

All 1 displayed

Disclaimer: Sources are listed to provide additional information on related jobs, specialties, and/or industries. Links to non-DOL Internet sites are provided for your convenience and do not constitute an endorsement.

- [Occupational Outlook Handbook: Hazardous materials removal workers](#)

While data presented in O*Net is more than placement staff want to review, it can be useful in linking EWDJT training to standard environmental and nontraditional job titles.

5. WEBINARS AND PRESENTATION POWERPOINTS

[EPA's Watershed Management Optimization Support Tool \(WMOST\)](#)

New England Webinar Series

Thu, Feb 27, 2020

1:00 PM - 2:30 PM EST

EPA's Watershed Management Optimization Support Tool (WMOST) facilitates integrated and cost-effective water management among communities, utilities, watershed organizations, consultants, and others at the local or small watershed scale. WMOST models the environmental effects and costs of management decisions in a watershed context and helps identify the most cost-effective management practices to meet water quality goals, even at the HUC12 – HUC10 watershed scale. WMOST can help communities explore a wide range of potential solutions in drinking water, wastewater, stormwater (gray and green infrastructure), and land conservation programs.

This webinar will demonstrate the recently updated WMOST Version 3.01 (<https://www.epa.gov/ceam/wmost>) and cover the pending release of a module to estimate additional benefits and co-benefits associated with the implementation of green infrastructure practices. Presentations will provide background on the WMOST tool, demonstrate its capabilities, and illustrate the successful implementation of the tool through case studies.

[Superfund Redevelopment Roundtable Webinar Series](#)

(Part 2)

03/24/2020

A two-part webinar series for developers and local governments interested in redeveloping Superfund sites and putting them back into productive use. Hear best practices and lessons learned from developers and local governments who have gone through the process. Hear from U.S. EPA, who will answer questions, provide information on available resources and support, and update participants on the latest tools and guidance. Share your thoughts and experiences on how U.S. EPA can better support reuse of sites in your community and across the nation.

[Environmental Education Webinars](#)

Environmental Education in Georgia

Check out upcoming and archived webinar series for environmental educators.

Topics include school recycling programs, teaching outdoors, farm-to-school programs, and more.

6. TRAINING AND PROFESSIONAL DEVELOPMENT OPPORTUNITIES

NIEHS Wildfire Resources and Disaster Preparedness Application

The NIEHS WTP and its awardees have provided resources and training in support of wildfire response operations in the United States. These resources are aimed at protecting the health and safety of those responding to wildfires. The NIEHS/CPWR Disaster Preparedness mobile app, which includes information on wildfires, allows workers exposed to hazards on disaster sites to access a full suite of awareness-level training resources.

[NIEHS Wildfire Response Training Tool and Resources](#)

[NIEHS/CPWR Disaster Preparedness App](#)

[TechDirect](#)

TechDirect, prefers to concentrate mainly on new documents and the Internet live events. However, we do support an area on CLU-IN where announcement of conferences and courses can be regularly posted. We invite sponsors to input information on their events at <https://clu-in.org/courses> . Likewise, readers may visit this area for news of upcoming events that might be of interest. It allows users to search events by location, topic, time period, etc. If you have any questions regarding TechDirect, contact Jean Balent at balent.jean@epa.gov

7. CONFERENCES, WORKSHOPS, AND MEETINGS

[8th Annual Public-Private Partnership Conference & Expo](#)

March 2-4, 2020

Dallas, Texas

Next March, the 8th annual Public-Private Partnership Conference & Expo returns to Dallas with over 1,350 senior representatives from governments, higher education institutions, local economic development organizations, and leading firms in the global construction, development, and financial markets. The P3 Conference attracts professionals from all corners of industry, and invites project owners to forge new partnerships with experienced P3 partners while learning from public sector experience.

Join us for the year's biggest P3 event as we explore the future of public infrastructure and advancements in the P3 model. Over 150 presenters will discuss active and upcoming projects, sharing key insights for leveraging private sector resources for public infrastructure. Those attending participate in interactive workshops, and conversations specifically tailored to the needs of public agencies evaluating P3s. The P3 Conference is designed for all levels in the market including those beginning to explore P3s and seeking to better understand where alternative and accelerated project delivery methods can be applicable.

[5th Annual Central Appalachian Regional Brownfields Summit](#)

March 9-11, 2020

The Penn Stater

State College, PA

This year, CABIN is partnering with the Pennsylvania Brownfields Conference to bring you amazing brownfield and environmental learning and networking opportunities.

The Central Appalachian Regional Brownfield Summit educates stakeholders from across the region on complex redevelopment issues; provides the opportunity for communities to network with peers, agency representatives, development professionals, and environmental experts in person; and highlights success stories from across the region.

On Monday afternoon, March 9, join CABIN for a focus on our ongoing regional conversation, including highlights from across Appalachia, an opportunity to network with stakeholders from across the region, and the return of the state panel discussion. The 5th annual CABIN Summit educates stakeholders from across the region on complex redevelopment issues; provides the opportunity for communities to network with peers, agency representatives, development professionals, and environmental experts in person; and highlights success stories from across the Central Appalachian region.

The PA Brownfields Conference is planned in collaboration between the Pennsylvania Department of Environmental Protection (DEP) and the Engineers' Society of Western Pennsylvania (ESWP), is held in different cities in PA, and offers high-quality educational sessions on important brownfield topics! This year's conference will include a special EPA grant writing session conducted by NJIT and EPA Region 3 and

a mobile workshop with stops on the Penn State campus as well as the former Bellefonte Match Factory.

[AGENDA](#)

[REGISTER HERE](#)

[2020 NEWMOA Conference](#)

Call for Presentations & Sessions

Deadline: Friday, March 13, 2020

Northeast Waste Management Officials Association (NEWMOA) &

New Jersey Institute of Technology Technical Assistance to Brownfield Communities (NJIT TAB)

The call for presentations and sessions at the 2020 NEWMOA conference is now open! The two-day Summit will include plenary and break-out sessions and an exhibit area. There will be ample time during the breaks for networking and viewing the exhibits. If funding is available, there will be a reception on the evening of the first day.

Summit organizers are soliciting proposals for complete 75-minute sessions or individual 20-minute presentations. All proposals will be considered, but complete 75-minute sessions are preferred.

Proposing a 75-minute Session

There are two types of sessions we are soliciting proposals for:

1) A site-specific case-study of a project in one of the New England states that illustrates financing, coalition-building, unique site considerations, and lessons learned. We intend to have one case study session for each of the six states.

2) Sessions on the following topics (or on other relevant topics that you are free to suggest):

- Leveraging Funds
- Renewable Energy on Brownfields
- Marketing Brownfields Sites to Developers
- Liability Challenges and Solutions for Stakeholders/Municipalities
- Engage the Community: Develop a Community Engagement Plan/Create a Brownfields Task Force
- Engaging Property Owners/Developers
- Best Practices for Beneficial Reuse of Fill on Brownfields Sites
- Stormwater Management on Brownfields
- Land Banking Brownfields Sites
- Gentrification and Brownfields - Ushering in Revitalization Without Pushing People Out
- Climate Adaptation and Brownfields Redevelopment/Resilient Infrastructure
- Urban Agriculture on Brownfields
- Broadband and Brownfields
- Historic Preservation
- Marketing Your Revolving Loan Fund
- Emerging Contaminants at Brownfields

Each session will be 75 minutes and should have 3 presenters and a moderator. Each presentation should be a maximum of 20 minutes in length, leaving 15 minutes for audience Q&A. Presentations can be shorter, allowing time for a panel format/discussion.

Submit a proposal for a 75-minute session [HERE](#) (or copy this link into your browser if you encounter

security issues: <https://forms.gle/m8jhLkyVtqfy5Bj87> or access the online form from the Summit webpage at www.newmoa.org/brownfields2020.

The submission deadline is Friday, March 13, 2020. The Google form will require you to briefly describe the session content and key learning objectives, suggest a catchy title and identify the presenters and moderator.

Proposing an Individual 20-minute Presentation

Suggested presentation topics are listed above, or you can propose a different topic. Submit a proposal for a 20 minute-presentation [HERE](#) (or copy this link into your browser if you encounter security issues: <https://forms.gle/nTHk7ASYh6G2oB3o6> or access the online form from the Summit webpage at www.newmoa.org/brownfields2020).

The submission deadline is Friday, March 13, 2020. The Google form will require you to briefly describe the presentation content and key learning objectives and suggest a catchy title.

[National Environmental Justice Conference and Training Program](#)

April 22-25, 2020

Hilton Washington DC National Mall

District of Columbia

Leaders from various sectors will engage in 3 plus days of free exchange of new ideas and new approaches to building healthy communities. These general and interactive training sessions will feature voices of experience, research, discussions, and thought-provoking dialogue. The program format will feature needs and challenges of communities, governments, municipalities, tribes, faith-based organizations, and others with interests in environmental justice and health disparities and how addressing them together can build health communities. This joint conference will highlight programs and collaborations that work, as well as initiatives that will not prove successful. Program speakers will feature representatives from Federal and state agencies, local governments, tribes, community groups, business and industry, public interest groups, academia, and other entities. This interactive forum will give conference participants the opportunity to network with a variety of interests from diverse quarters. All conference participants will realize informative and productive resources that can support their individual program goals and objectives. Conference participants will also see examples of approaches that produce positive results through innovation and collaboration. All in all, the conference will prove beneficial and informative to participants.

[Tennessee Environmental Network Show of the South \(TENSOS\)](#)

Chattanooga Convention Center

May 13-15, 2020

1150 Carter Street

Chattanooga, TN 37402

The Tennessee Environmental Network conference is the largest, most comprehensive and diverse environmental education opportunity in Tennessee, and will be attended by over 1,000 Local, State, 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, Enviro-Tech, and Recycling Experts, and many, many others with a strong interest in environmental activities in Tennessee and the Southeast region.

Over the three-day event, TENSOS will host an elite group of environmental professionals seeking to exchange knowledge and share ideas around environmental concerns in Tennessee and across the

Southeast region. The educational program, designed and developed by a 40-member Steering Committee, offers more than 70 unique courses in nine educational breakout sessions, allowing attendees to design their own personalized curriculum while receiving approved Continuing Education credits (if applicable). With the combined efforts of the state's leading environmental organizations, the Tennessee Environmental Network conference is a valued educational requirement focused on Sustaining the Future for the People of Tennessee and the Southeast region. The 2020 conference will take place at the Chattanooga Convention Center.

If you have any questions or would like to discuss your participation, please contact:

David Mook – TEN Co-Executive Director

DMook@CentergyGroup.com

678.427.2430

[Attendee Registration](#)

[Sponsorship Registration](#)

[Exhibitor Registration](#)

[2020 Virginia Brownfields Conference](#)

Jun 17-18, 2020

Norton and St. Paul, VA

This year the Virginia Department of Environmental Quality will be hosting it's annual Brownfield Conference in Norton and St. Paul, VA. This conference will give communities a chance to hear from expert speakers, gain valuable inside knowledge on how to remediate and reclaim brownfield properties in their communities, and network with industry professionals.

[2020 Georgia Environmental Conference](#)

August 26-28, 2020

Jekyll Island, GA

The Annual Georgia Environmental Conference is the largest and most comprehensive professional environmental education conference serving Georgia and the Southeast region – across the public and private sectors.

Mission: To meaningfully and significantly present Georgia Environmental Conference's diverse slate of topics and featured speakers focusing on providing fresh, new, high value, well-balanced, diverse, and relevant educational content with a positive impact on current and future practitioners and the environment of Georgia and the Southeast region.

The Conference hosts an elite group of environmental professionals seeking knowledge and sharing ideas around environmental concerns in Georgia and the Southeast region. GEC anticipates an estimated 700 attendees, including Attorneys, Consultants, Engineers, Business, Industry, Federal, State, and Local Government Officials, Planners and Developers, Landowners and many, many others with a strong interest in environmental programs in Georgia and the Southeast. Sponsorships enable more diverse groups and individuals to participate at the Annual Georgia Environmental Conference. Through continued participation in this program, we may continue to offer course registration fees far below that charged for comparable events and learning opportunities, while providing a top-notch Conference experience.

[The WV Brownfields Conference](#)

September 15-17

Huntington, WV

The WV Brownfields Conference & Main Street/ON TRAC Training is West Virginia's premier redevelopment event that combines educational programs with networking opportunities between communities, local governments, development professionals, and service providers. The conference features expert panels, interactive workshops, technical training, and project case studies.

The Conference Planning Committee is currently seeking mobile workshop and breakout session ideas to fill limited slots for the 2020 Conference in Huntington, WV on September 15-17. We are looking for session ideas focused on downtown development, remediation and site preparation strategies, re-use planning approaches, and redevelopment funding opportunities. Creative session formats, such as town hall or roundtable discussions and interactive workshops, as well as traditional panel presentations, are encouraged.

The deadline for session ideas is March 16, 2020. Interested entities can submit up to two presentation proposals. Speakers will be required to register at the reduced speaker rate of \$50 by August 3, 2020. Questions can be directed to Carrie Staton at carrie.staton@mail.wvu.edu.

8. FUNDING AND LEVERAGING OPPORTUNITIES

For those new to EWDJT – Check out Grants.gov early

[Grants.gov](#) is the Federal portal for the listing of Federal funding opportunities from 26 Federal agencies. With Grants.gov, individuals and organizations can perform the following:

- Find Grant Opportunities
- Search for available grant opportunities
- Register to receive notification of grant opportunities
- Apply for Grants
- Search for and download application packages
- Complete application packages offline
- Submit completed application packages
- Track the status of submitted applications

To view the website, click: [Grants.gov](#)

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To view the website, click:

[Grants.gov](https://www.grants.gov)

Registering at Grants.gov

Any person may view or download applications from Grants.gov. However, in order to apply for any grant opportunities, organizations will need to register at Grants.gov. Please note that registration may take from 7 to 28 business days to process. Organizations which do not have a taxpayer identification number or an employee identification number will have to obtain this information from the Internal Revenue Service.

- The following are three primary user roles in Grants.gov:
- The e-business point of contact (E-Biz POC) determines who is allowed to submit grant application packages on behalf of an organization (registration required).
- The authorized organization representative (AOR) has the ability to submit applications on behalf of an organization.
- The application author (AA) downloads and prepares grant application packages but does not have signature authority to submit the applications.

Registration Process

Preparing to Apply for grants via Grants.gov opportunities is a 3-step process:

- Register organization with Central Contractor Registry (CCR) (one time)
- Individual authentication through Grants.gov Credential Provider (one time)
- Logging in to Grants.gov as a verified member
- Register with Grants.gov as an AOR (Authorized Official Representative). The E-Biz POC will be notified by email and goes to Grants.gov to grant the AOR access.

Guide to Finding Federal Assistance and Resources for Environmental Justice Efforts

This EPA guide offers general guidance and tips on searching for funding opportunities, as well as information on tools, trainings and other relevant resources that are available to help address community needs. The Federal Interagency Working Group on Environmental Justice (EJ IWG) includes several federal agencies and White House offices that increase local community capacity to promote and implement innovative and comprehensive solutions to environmental justice issues.

Go to:

<https://www.epa.gov/sites/production/files/2019-06/documents/ejiwg-guide-to-assistance-and-resources-for-ej-efforts-updated.pdf>

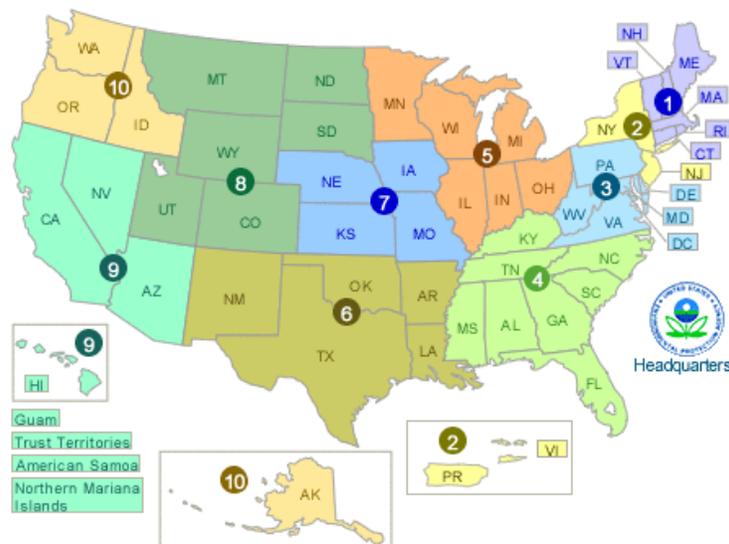
9. EPA REGIONAL JOB TRAINING COORDINATORS

EPA Region 1 Danny Rodriguez	CT, ME, MA, NH, RI, VT	Phone: (617) 918-1060 E-mail: rodriguez.danny@epa.gov
EPA Region 1 Myra Schwartz		Phone: (617) 918-1696 E-mail: schwartz.myra@epa.gov
EPA Region 2 Schenine Mitchell	NJ, NY, PR, VI	Phone: (212) 637-3283 E-mail: mitchell.schenine@epa.gov

EPA Region 3 Gianna Rosati	DE, DC, MD, PA, VA, WV	Phone: (215) 814-3406 E-mail: rosati.gianna@epa.gov
EPA Region 4 Wanda Jennings	AL, FL, GA, KY, MS, NC, SC, TN	Phone: (404) 562-8682 E-mail: jennings.wanda@epa.gov
EPA Region 5 Linda Morgan	IL, IN, MI, MN, OH, WI	Phone: (312) 886-4747 E-mail: morgan.linda@epa.gov
EPA Region 5 Craig Mankowski		Phone: (312) 886-9493 E-mail: mankowski.craig@epa.gov
EPA Region 6 Rita Ware	AR, LA, NM, OK, TX	Phone: (214) 665-6409 E-mail: ware.rita@epa.gov
EPA Region 7 Alma Moreno Lahm	IA, KS, MO, NE	Phone: (913) 551-7380 E-mail: moreno-lahm.alma@epa.gov
EPA Region 8 Christina Wilson	CO, MT, ND, SD, UT, WY	Phone: (303) 312-6706 E-mail: wilson.christina@epa.gov
EPA Region 9 Nova Blazej	AZ, CA, HI, NV, AS, GU	Phone: (415) 972-3846 E-mail: blazej.nova@epa.gov
EPA Region 9 Noemi Emeric-Ford		Phone: (213) 244-1821 E-mail: emeric-ford.noemi@epa.gov
EPA Region 10 Susan Morales	AK, ID, OR, WA	Phone: (206) 553-7299 E-mail: morales.susan@epa.gov

Map of EPA Regions

Credit: epa.gov



10. JOIN US ON FUTURE PROFESSIONAL LEARNING CALLS

Upcoming PLC calls

- March 4
- March 18
- April 1
- April 29
- May 13
- May 27
- June 10

Missed a few of our PLC sessions? Post session notes are available on the brownfields-toolbox.org.

Join our 30-minute discussion with EPA EWDJT grantees, alumni and new interested stakeholders. PLCs give grantees a chance to highlight their programs and an opportunity for others to learn from their experience. For questions or to be placed on the PLC register, send your contact information to hballou@eicc.edu.

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 Heather Ballou at hballou@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.

