

PLC Session 293 - May 10, 2023

Civic Works



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1. News Impacting Brownfield Job Training Programs

Hotel Registrations for the 2023 All-Grantee Meeting on Wednesday and Thursday, May 24 & 25, 2023 at the Hilton Alexandria Old Town in Alexandria, Virginia are now closed.



Our block of 80 hotel guests and 100 meeting registrants has been filled. We look forward to seeing fellow BJT Grantees later this month. Agendas for the meeting are being sent to registered participants.

With the 2023 All-Grantee Meeting on Wednesday and Thursday, May 24 & 25, the PLC will be taking a Spring break during the month of May. Sessions will resume June 7.

Registration is Open for Brownfields 2023

**Brownfields 2023 National Conference
August 8 - 11, 2023
Detroit, MI**

With over 180 educational sessions, exciting mobile workshops, and inspirational speakers, this event offers a unique opportunity to learn about the latest trends and best practices in brownfields remediation, redevelopment, environmental justice, and sustainability. Whether you're a seasoned professional or just starting out in the field, there's something for everyone.

In addition to the incredible learning opportunities, the conference also offers unparalleled networking opportunities with other like-minded professionals. You'll have the chance to connect with peers from across the country and forge new relationships that could lead to future collaborations and projects.

To subscribe for updates and conference news, go to:
<https://brownfields2023.org/about/conference-overview/>

To register, go to:
<https://brownfields2023.org/registernow/>

Apply for a Travel Scholarship Application to Brownfields 2023

Deadline to apply is May 17.

ICMA is now accepting applications for Brownfields 2023 travel scholarships.

Travel scholarships are designed for community groups, non-profits, environmental justice groups, or other organizations that may be running on tight budgets and would greatly benefit from sending a representative to the National Brownfields Training Conference.

A travel scholarship for Brownfields 2023 includes complimentary registration and housing for four nights, checking in Monday, August 7th and checking out Friday, August 11th. Travel scholarships do not include airfare, meals and incidentals, or other costs. There are a limited number of scholarships available. **The deadline to apply is May 17th, 11:59PM.**

[Click Here to Apply](#)

Brownfields 2023 Poster Gallery

Call for Posters is open

Deadline -May 26, 2023

The Brownfields 2023 Call for Posters is open. The Poster Gallery offers a venue to visually depict innovative practices (brownfields assessment, cleanup, redevelopment), share brownfields success stories, and present research findings. Posters will be displayed in the Exhibit Hall for the duration of the conference and will feature an award for the Best Overall Poster and a People's Pick Award voted for by conference attendees. **The deadline to submit a poster idea is May 26, 2023, 11:59PM.**

[Click Here to Submit Your Poster Idea](#)

Brownfields Job Training Grantees Will Have an Opportunity to Exhibit at Brownfields 2023

HMTRI is sponsoring booth 113 at Brownfields 23 in Detroit Michigan August 9 and 10. The theme and focus of the exhibit will focus on the network of Brownfields Job Training Grantees and opportunities for employers to hire BJT graduates. The booth will be a place grantee can use as a "home base", and a place to meet potential employers, display program materials and network. Grantees are encouraged to bring business cards and informational handouts about their programs. For additional information and ideas, contact Steve Fenton, HMTRI at sfenton103@aol.com

Mark Your Calendar for this BJT Panel at Brownfields 2023

Training for the EJ Terrain

3:15 – 4:15 Room 321

Thursday, August 10th, 2023

Abby Wolensky; Thomas Guentner; Gianna Rosati

Track 5: Environmental Justice and Public Participation

Learn how two inspiring and unique Job Training Grantees work cooperatively to trek the diverse needs of the underserved Environmental Justice communities around the urban landscape of Pittsburgh, Pennsylvania. Auberle Employment Institute (AEI) job training focuses on training individuals to assess and mitigate hazardous substances and contaminants at traditional brownfields. The U.S. Department of Labor twice named AEI as the number one workforce development program in the country. Within the same underserved community, Landforce takes a less traditional job training approach focusing job training on Environmental Stewardship that includes vacant lot stabilization, trail building and maintenance, and green stormwater infrastructure maintenance. AEI and Landforce use similar strategies to help prepare students to be leaders and have successfully leveraged multiple funding sources to achieve common goals.

2. Questions from PLC Participants

Question: What is the average number of individuals recruited during a training cycle?

Response: *The average number of trained participants can vary widely among BJT grantees. EPA encourages applicants to train and place as many people as possible. In the past an average of 20-24 individuals were recruited during each cycle. This number may fluctuate based on the following issues.*

- *Where the training program is located, (urban area versus rural communities).*
- *Expected retention rates.*
- *The comprehensiveness of the curriculum.*
- *The number of certifications to be earned.*
- *The varying costs of delivering training.*



Question: Can a grant recipient provide training to individuals under the age of 18?

Response: *BJT graduates must be 18 years old at the time of graduation to be placed into a brownfields-related job, as the Fair Labor Standards Act prohibits youth under the age of 18 from being employed in hazardous occupations.*

Question: Can a grant recipient provide training to individuals who are not currently legal residents of the United States?

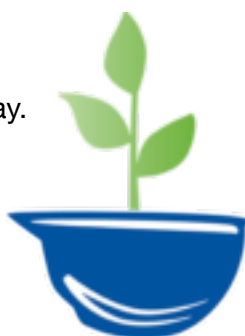
Response: *No. Costs for training individuals who are not citizens of the United States, the territories, U.S. possessions or lawfully admitted to the U.S. for permanent residency are unallowable per 40 CFR 45.135(a).*

3. Civic Works Center for Sustainable Careers, Baltimore, MD – Eli Allen

Thank you, Eli, for your presentation and PowerPoint today.
See Civic Works PowerPoint attachment.

Civic Works Center for Sustainable Careers (CSC) has received eight EPA grants from 2009 through 2022 plus an additional \$500K grant in 2023. As

part of the Center for Sustainable Careers, Baltimore City residents are trained for green jobs in brownfield remediation and weatherization and placed in full time jobs. CSC provides EPA and OSHA safety training supported by the BJT grant in addition to a full complement of life skills training and wraparound student support services provided by Civic Works and leveraged partners. Here is a summary of their program.



Civic Works
— CENTER FOR —
SUSTAINABLE CAREERS

The Target Community

Civic Works Center for Sustainable Careers is targeting students within the City of Baltimore, specifically underemployed and unemployed individuals. The City has 1,000 brownfield sites, which encompass 2,500 acres of land, and over 30,000 vacant properties, many of which may contain unidentified brownfield sites. Over 40% of the brownfield sites occur in the city's primarily Black Enterprise Zone.

The Training Program

CSC uses an employer driven approach that ensures the curriculum is aligned with current hiring needs. The training program includes 114 hours of technical and life skills instruction.

- OSHA 40 Hazardous Site Worker Protection and Emergency Response (HAZWOPER)
- OSHA 30 Construction Safety
- OSHA Confined Space Operations
- OSHA Fall Protection Certification
- EPA Asbestos AHERA Worker Certification
- Basic First Aid & Adult CPR
- Additionally, students receive Introduction to Ecology & Brownfields, and Environmental Site Awareness training from a CSC employer partner, Urban Green Environmental.



Life Skills Training

Life skills training is embedded throughout the instructional program. Topics include the following:

- Build work habits that will lead to long-term career success
- Develop an understanding of one's role within the company
- Conflict resolution
- Resume writing
- Interview skills
- Punctuality
- Goal setting

Support and Wraparound Services

Case worker support is provided to every student. Services are provided based on everyone's needs. Civic works can provide financial support to attain participant goals.

- Benefits Screening: Health insurance, SNAP, cell phone, etc.
- Legal and expungement services
- Housing stability
- Drivers' license attainment
- Vehicle purchase car match program
- Living stipend
- Two years of post-placement case management support

Key Partners Include

Leveraged partners and employers complement EPA support to provide a full-service training and employment program. Partners include the following service providers and employers.

- Aerotek Inc.
- Baltimore Development Corporation
- Baltimore Office of Sustainability
- BARCO Enterprises, Inc.
- EA Engineering, Science, and Technology, Inc.

- HealthCare Access Maryland
- Lifeline Environmental, LLC.
- Maryland Food Bank
- Maryland Volunteer Lawyers Service (MVLS)
- MPW Industrial Services
- Urban Green Environmental, LLC.

Retention and Placement

In addition to case management during training, graduates are tracked for 2 years after graduation with case management support. After receiving a complement of certifications, participants are offered opportunities for refresher and annual recertification by a third party. Potential employers are recruited that demonstrate more inclusive hiring practices and strong employment standards. Employers are encouraged to participate in classes and conduct on-site interviews. Placement emphasizes job relevant skills rather than job titles. Here are results from the 2020 to 2023 cohorts

- Participants enrolled: 259
- Students completing the Program: 87%
- Graduates placed or pending job offers: 85%
- Average wage at placement: \$17.70
- Participants obtaining a drivers' license: 64
- Participants purchasing a vehicle: 53
- 1-year retention rate: 78%

Eli Allen would be happy to discuss the CSC program and may be reached at the following email.

eallen@civicworks.com

Check out their website and the attached PowerPoint presentation.

<https://civicworks.com/programs/center-sustainable-careers/>

4. Incorporating Community Awareness and Student Recruitment into the Brownfield Job Training Grant Application

As part of the evaluation section of the BJT evaluation, applicants are to provide detail on the proposed program's structure and anticipated outputs and outcomes. The narrative section includes awareness, recruitment, and retention strategies including the following topics.

1. How the BJT applicant will recruit unemployed or under-employed individuals of specific disadvantaged populations
2. What participants can expect from the program
3. How BJT will benefit the community

Due to time restrictions of today's PLC, community awareness and recruitment and screening strategies will be covered in more detail as part of the next PLC and in the May issue of CONNECT news.

5. Community Awareness Builds the Foundation for Recruiting Successful Training Cohorts

The first step in the recruitment process is community and applicant awareness. Community awareness begins as the grant application is being developed after the target community has been established. Awareness begins with presentations announcing the grant application at City Council meetings, community meetings, church gatherings, social and public media announcements. While Community awareness precedes student recruitment, it is an essential part of the recruitment process. The following issues should be addressed when educating a target community about the attributes of a Brownfields Job Training Program.

- What is an Environmental Technician?
- Are there Jobs for environmental technicians?
- Where are the jobs? How much do they pay?
- Can Brownfields Job Training lead to a career?
- What is the BJT program?

6. Awareness and Recruitment Strategies

In addition to general awareness of the BJT program among community residents, applicant awareness is integral to the recruitment process when selecting a student cohort. Prospective applicants need to be fully informed regarding what to expect from orientation through graduation. Most BJT programs will have at least one orientation session. Many will require attendance at a follow-up session followed by personal interviews. The purpose of multiple sessions is to “weed out” candidates not ready to commit to a rigorous training program. Here are examples of topics that should be covered at orientation sessions.

- Requirements to enter the program.
- The application process.
- The applicant selection process.
- What can participants expect?
- Expectations of accepted applicants.
- Anticipated Dates and duration of training.

Awareness, recruitment, and student screening are critical issues that define the success or failure of the entire training program. As part of the next PLC, we will discuss awareness and recruitment strategies in more detail.

7. Environmental Justice - Meetings and News



National Environmental Justice Community Engagement Calls

The purpose of these calls is to inform communities about EPA's environmental justice work and enhance opportunities to maintain an open dialogue with environmental justice advocates. As environmental justice continues to be integrated into EPA programs and policies, the Agency hopes that these calls will help reaffirm EPA's continued commitment to work with community groups and the public to strengthen local environmental and human health outcomes.

May 16, 2 - 4 p.m. Eastern
EPA environmental justice initiatives

Listening Session and Dialogue: Q&A about ongoing EJ initiatives

For more information and registration, go to:

<https://www.epa.gov/environmentaljustice/national-environmental-justice-community-engagement-calls>

EPA Mid-Atlantic Region 2023 Virtual Summit

May 17, 2023 (10 am to 4 pm)

The EPA Mid-Atlantic Region 2023 Virtual Summit is a one-day informational exchange that brings together EPA and its partners to share pioneering ideas and practices in protecting the environment and human health in the Mid-Atlantic region. Attendees will learn from leaders in the field of environmental and human health on priority topics including environmental justice, climate, and infrastructure.

This year's Summit will include a presentation by [Earth Conservancy](#), who will share successes achieved through multiple Brownfields Cleanup Grants and Job Training Grants.

For more information and to register, [visit the summit website](#).

8. Grant Application Training

Procurement Standards Factsheet

EPA Cooperative Agreement Recipients must follow a competitive process when using EPA funds to purchase supplies, equipment and professional services, as outlined in the Procurement Standards of the Uniform Grant Guidance (UGG) published at [2 CFR Part 200](#). To help navigate these standards, EPA has created a [Best Practice Guide for Procuring Services, Supplies, and Equipment Under EPA Assistance Agreements](#).



Check out the EPA Factsheet

[Brownfields Grants: Guidance on competitively Procuring a Contractor](#)

New EPA Grants Trainings Available

EPA's Office of Grants and Debarment

EPA's Office of Grants and Debarment is pleased to announce the availability of several new and updated training resources for grant applicants and recipients.

- NEW—Learn how to [Register in SAM.gov and Grants.gov](#) to apply for EPA grants. This webpage will help you register your organization in SAM.gov, create an applicant profile in Grants.gov, and get familiar with using Workspace.
- The [How to Develop a Budget training](#) was recently updated. This course will help you prepare work plans, budgets, and budget narratives for EPA grants.
- The [EPA Grants Management Training for Applicants and Recipients](#) course introduces key aspects of the grant life cycle starting with preparing an application through closing out a grant. The six modules can be completed individually.

Stay tuned to [EPA's Grants Webinars](#) schedule to register for upcoming webinars and access recordings, helpful links, and FAQs. If you have any questions regarding these trainings or have suggestions for new training or webinar topics, please send an email to EPA_Grants_Info@epa.gov.

EPA Grants What to Expect When You're Expecting... Grant Webinar-Materials now available

EPA's Office of Grants and Debarment is pleased to confirm that materials from the EPA Grants What to Expect When You're Expecting... a Grant Webinar held on March 29, 2023, are now available on the [EPA Grants What to Expect When You're Expecting... a Grant Webinar webpage](#):

- Recording of the webinar with closed captions
- Helpful web links from the presentation
- A list of Questions & Answers based on questions submitted by attendees during the webinar
- Presentation slides in PDF format

If you have questions about the posted materials or need more information on EPA grants, please email EPA_Grants_Info@epa.gov.

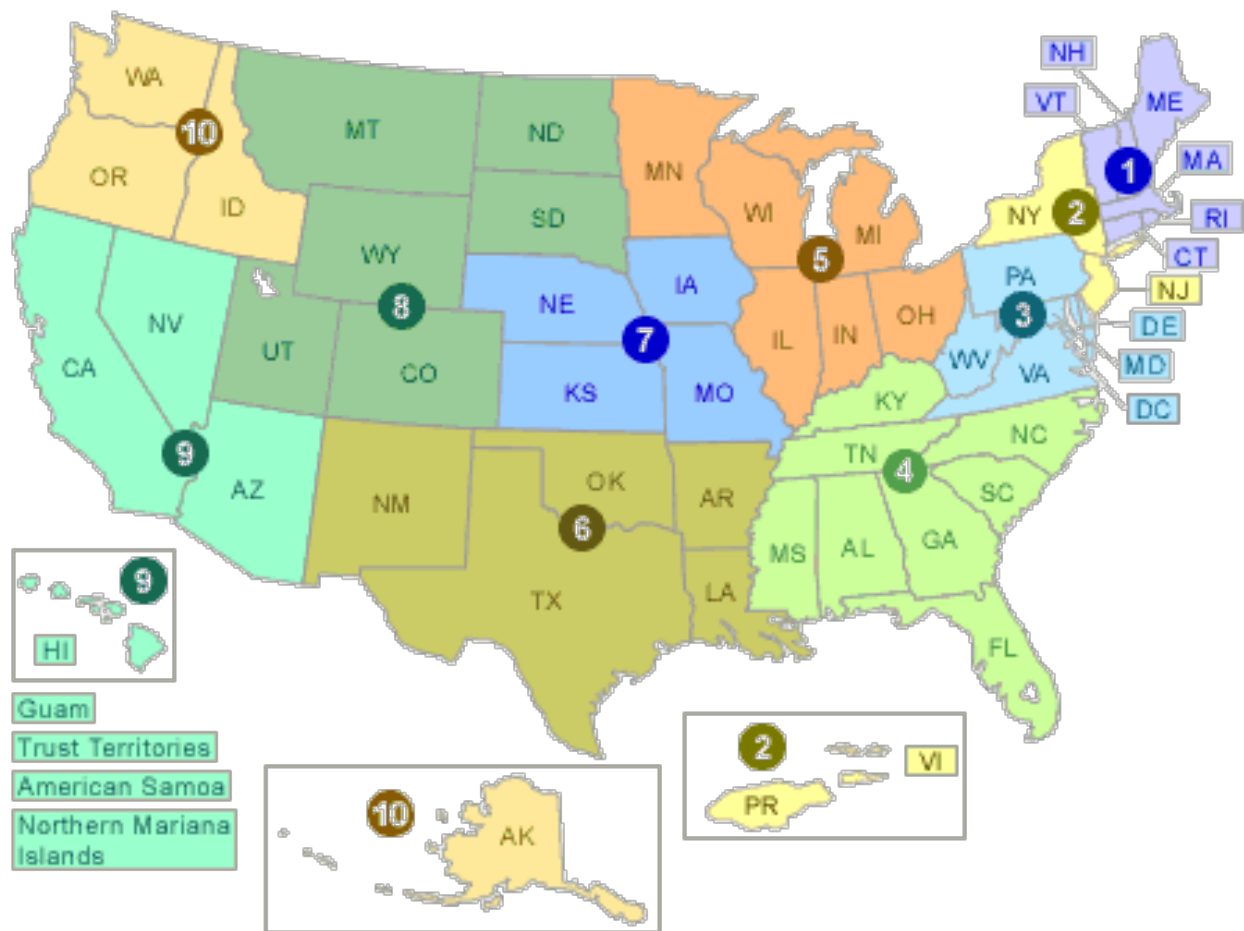
Thank you for your interest in EPA's grants programs.

9. Contact EPA Regional Coordinators

Regional Coordinators are the first place to go regarding questions about BJT grants, extensions, budgets, or work plans. Many Regions maintain a Listserv for past, current, and potential recipients.

EPA Region 1 CT, ME, MA, NH, RI, VT William "Bill" Lariviere Phone: (617) 918-1231 E-mail: lariviere.william@epa.gov	EPA Region 2 NJ, NY, PR, VI Schenine Mitchell Phone: (212) 637-3283 E-mail: mitchell.schenine@epa.gov
EPA Region 3 DE, DC, MD, PA, VA, WV Gianna Rosati Phone: (215) 814-3406 E-mail: Rosati.Gianna@epa.gov	EPA Region 4 AL, FL, GA, KY, MS, NC, SC, TN Olga Perry Phone: (404) 562-8534 E-mail: perry.olga@epa.gov
EPA Region 5 IL, IN, MI, MN, OH, WI Linda Morgan Phone: (312) 886-4747 E-mail: morgan.linda@epa.gov	EPA Region 6 AR, LA, NM, OK, TX Elizabeth Reyes Phone: (214) 665-3163 E-mail: reyes.elizabeth@epa.gov
EPA Region 7 IA, KS, MO, NE Alma Moreno Lahm Phone: (913) 551-7380 E-mail: moreno-lahm.alma@epa.gov	EPA Region 8 CO, MT, ND, SD, UT, WY Christine Michaud-Tilly Phone: (303) 312-6706 E-mail: MichaudTilly.Christine@epa.gov

<p>EPA Region 9 AZ, CA, HI, NV, AS, GU Nova Blazej Phone: (415) 972-3846 E-mail: blazej.nova@epa.gov</p> <p>Noemi Emeric-Ford Phone: (213) 244-1821 E-mail: meric-ford.noemi@epa.gov</p>	<p>EPA Region 10 AK, ID, OR, WA Angel Ip Phone: (206) 553-1673 E-mail: ip.angel@epa.gov</p>
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10. PLC Takes a Spring Break for the All-Grantee Meeting

This month the PLC is taking a break for the All-Grantee Meeting. Sessions will begin again June 7th.. PLCs are scheduled on Wednesdays, same time, same PLC Zoom link.

To Join PLC Zoom Meetings, go to:

<https://zoom.us/j/93598658578>

Meeting ID: 935 9865 8578

On the road - Computer not available?

You can phone in using the nearest location

- +1 646 876 9923 US (New York)
- +1 301 715 8592 US (Washington DC)
- +1 312 626 6799 US (Chicago)
- +1 669 900 6833 US (San Jose)
- +1 253 215 8782 US (Tacoma)
- +1 346 248 7799 US (Houston)

Meeting ID: 935 9865 8578



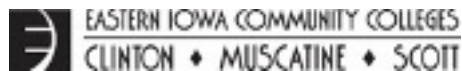
The objective of the (PLC) is to promote and share innovative strategies among those interested in establishing community based environmental job training programs. Our sessions allow participants to stay in touch with BJT happenings, ask questions, showcase their programs, and help others. The Environmental Workforce PLC is open to all and there is no cost or obligation to attend. Join us when you can. If you would like to invite a guest, feel free to forward this email.

Showcase your program – Biweekly, the PLC will hear from one of our grantees, discuss opportunities or exchange ideas related to environmental job training. HMTRI is inviting you to participate in the next cycle of Professional Learning Community ZOOMs. If you would like to present at an upcoming PLC contact:

Mike at:

msenew@gmail.com/

PLC notes presented represent individual opinions and ideas from Professional Learning Community participants and BJT recipients. They do not represent EPA policy, guidance or opinions and should not be taken as such.



The Brownfields Training PLC is sponsored under Cooperative Agreement with The US Environmental Protection Agency in association with the Hazardous Materials Training and Research Institute (HMTRI) of the Eastern Iowa Community Colleges (EICC).