

June 22, 2016



Notes from the Environmental Workforce Professional Learning Community (PLC)—Cycle 14, Session 10

This was the conclusion of PLC Cycle 14 that featured informal, 20-minute discussions with EPA EWDJT grantees, alumni, and interested stakeholders. The goals for this cycle included:

- Highlighting EWDJT programs, and identifying successes and challenges
- Exploring proven strategies and activities used by established EWDJT programs
- Discovering resources and leveraging opportunities
- Helpful hints and open discussion

PLC Cycle 15 will begin on July 13, 2016. Notices will be sent to all PLC participants before the next session. If you are currently a member, there is no need to sign up.

- Topics:
1. News from Washington and HMTRI
  2. Choosing partners for leveraging and sustainability
  3. A quick review of nine EWDJT grantee partnerships
  4. Upcoming webinars
  5. Making connections and networking
  6. Promise Zone Communities
  7. Publications of interest

### **1. News from Washington and HMTRI**

Important: If your Environmental Workforce Development and Job Training (EWDJT) proposal was not awarded in the last funding cycle, set up a debriefing with your EPA regional coordinator. Together, review the reader notes, ask for constructive advice, and indicate your intentions to prepare an improved proposal for the next competition. Consider this as the start of preparations and planning for the next round of EWDJT proposal requests next November. The next request for EWDJT applications is only six months away, so it's time to begin preparations for the next round. Build on weaknesses, find new partners, and strengthen existing partnerships. Email Mike Senew ([msenew@aol.com](mailto:msenew@aol.com)) or Glo Hanne ([ghanne@eicc.edu](mailto:ghanne@eicc.edu)) if you need contact information for your EPA regional coordinator.

Reminder: All PLC participants are invited to the Annual Environmental Job Development All-Grantee Meeting to be held August 17–18, 2016. You are invited as a PLC member especially if you did not receive an award this cycle. Participants must cover travel to Alexandria, VA plus some meals. Lodging and meeting fees are provided. Contact Glo Hanne for registration and information at [ghanne@eicc.edu](mailto:ghanne@eicc.edu). See additional information later in these post session notes.

### **2. Choosing partners for leveraging and sustainability**

During this PLC cycle, we invited nine of EPA's outstanding EWDJT programs to discuss their organizational structures, partnerships, and strategies for sustainability. During this session, the PLC summarized various types of organizations and partnerships that have demonstrated EWDJT success.

By design, EWDJT programs require leveraging partners to provide services and training that EPA funding does not support. Partners provide a variety of resources including life skills and supplemental training, student support services, equipment, and financial assistance. While EWDJT programs require multiple partners to succeed, only one primary organization can apply for funding. This session

examined the primary partner or principal grantee. The principal partner is the organization eligible to submit and pass EPA threshold requirements for being considered for funding. Secondary partners are essential and will be discussed in another PLC session. As part of these session notes, we have presented a quick review of primary and key partners for nine programs presented in this cycle.

Below is a summary of the types of organizations that have been the primary EWDJT partners. No single organizational structure ensures program success, and each has advantages and drawbacks. A choice for the best primary partner to establish an EWDJT program depends upon availability, desire, and capabilities of eligible entities in any given community.

Colleges and Universities—Educational institutions are excellent candidates as grantees.

#### Pros

- Colleges often have development personnel specifically assigned to track and administer grants.
- Colleges often have experienced accounting and audit staff familiar with federal regulations.
- Colleges are usually experienced in writing and submitting federal grant proposals.
- As a post-graduate institution, colleges have a track record in training and placement.
- Some colleges have strong noncredit and incumbent training programs.
- With facilities and equipment in place, leveraging opportunities exist in-house.

#### Potential issues

- Colleges may have multiple layers of management requiring several layers of approval.
- Colleges may have internal policies not compatible with EWDJT programs.
- EPA does not provide for indirect costs as part of the grant request.
- Some colleges may have conflicts between credit, noncredit, and EWDJT training.
- Academic institutions may not be located in target communities.
- Colleges may not have close relationships with underserved residents.

Tribes—Tribes and Native Americans are an important part of the EWDJT program.

#### Pros

- Tribes have close relationships with their underserved residents.
- Few Tribes are active EWDJT grantees and are encouraged to apply for EWDJT support.
- Native Americans live on the reservation, but are usually eager to travel for work.
- Facilities and support services are often available on the reservation.
- Leveraged funding is likely available to supplement EWDJT funds.

#### Potential issues

- Tribes may not have experience writing and submitting federal grant proposals.
- Often Tribes do not have the administrative and accounting depth needed to meet EPA audit standards.
- Tribes, like other rural communities, have difficulties with recruitment and placement activities.
- Tribes may have limited training experience.
- Tribal policies and regulations may not be compatible with the EWDJT program.
- Smaller Tribes may lack the scale and resources needed to comply with EWDJT expectations.

Larger, established tribes have demonstrated the ability to work with federal grants, audits, reporting, and grantee deliverables. Smaller Tribes that partner with nonprofit organizations having administrative and technical experience have also worked well together. Another approach used to train Native Americans involves an independent nonprofit organization with administrative and training capability establishing a close relationship with one or more Tribes. Grantees including Alaska Forum and Zender Environmental create a critical mass by servicing multiple Tribes to deliver a successful, comprehensive environmental training program.

Governmental organizations—Offices in city government and workforce investment boards (WIBs) are in a great position to become successful grantees.

#### Pros

- City governments and WIBs have experience submitting and executing federal grants.
- City governments and WIBs are familiar with the communities they serve.
- Local government has experienced accounting and audit staff.
- Leveraged funding is likely available from many governmental organizations.

#### Potential Issues

- Governmental organizations need to contract out training services.
- Governmental staff may not live or have close relationships to community residents.
- Internal rules and policies may not be compatible with EWDJT operation.
- EWDJT programs may get lost in large governmental organizations.
- Personnel policies may inhibit the ability to recruit dedicated, experienced staff.
- Large governmental organizations may not have the dexterity necessary for EWDJT programs.

Community-Based Organizations—Local nonprofit entities organize to respond to community needs.

#### Pros

- Community-based organizations have clear goals to service their community.
- Smaller organizations have flexibility and energy that many larger organizations lack.
- Local nonprofit organizations are familiar with the communities they serve.
- Local nonprofit organization staff have positive relationships with the community residents they serve.
- Many local nonprofit organizations have outstanding reputations in the communities they serve.

#### Potential issues

- Smaller nonprofit organizations may not have experienced accounting and audit staff.
- Smaller nonprofit organizations may not have experience writing and submitting federal grant proposals.
- Community organizations need extensive leveraging to provide non-EPA funded services.
- Local nonprofit organizations must recruit partners who can provide sustainability to the program.
- Smaller organizations may not have back-up staff and resources when required.
- Community organizations may lack financial resources to provide required EWDJT services.

Large, established nonprofit organizations—Joining a larger, established nonprofit organization is like opening a franchise or adding an additional rail car to a moving train.

## Pros

- Many of the start-up costs have already been made.
- Large nonprofit organizations have experience submitting and executing federal grants.
- Many larger nonprofit organizations have training experience in related fields such as construction.
- Larger nonprofit organizations bring established relationships to the new environmental program.
- Linking with a larger organization provides established leveraging opportunities.
- Expanding an existing organization provides for increased stability and sustainability.

## Potential issues

- Larger nonprofit organizations may have priorities other than environmental training.
- Large nonprofit organizations may have goals not aligned with the EWDJT program.
- EWDJT may compete for services with other programs within the larger organization.
- Large organizations may not have the flexibility, but smaller nonprofit organizations may.

Attaching EWDJT programs to large nonprofit organizations provide many benefits from proposal development to graduate tracking. The key to choosing a principal grantee partner is to find an organization with the depth, reputation, financial strength, and experience working with federal workforce grants. Ideally, the organization will have the capability of continuing the EWDJT program (once established) without federal assistance.

### **3. A quick review of nine EWDJT grantee key partnerships**

Below is a summary of the nine EWDJT programs the PLC reviewed during this cycle. Included in the summary is the PLC session number and date. Also listed are key partners providing support and leveraging assistance.

Mott Community College, Flint, MI—Jonathan Jarrett  
PLC Session #141 on 2/17/16

Key partners include the following organizations:

- Center for Community Progress
- Genesee County Land Bank Authority
- City of Flint
- Career Alliance, Inc.
- Flint River Watershed Council
- Numerous environmental employers

Cypress Mandela Training Center, Inc., Oakland, CA—Art Shanks  
PLC Session #142 on 3/2/16

Key partners include the following organizations:

- City of Oakland
- Oakland Workforce Investment Board
- UC Berkeley
- Tri-City Economic Development Corporation
- Laney College (college credit available)

- Alameda County Social Services Agency
- Oakland Housing Authority
- Community-based organizations
- Environmental employers

Florida State College at Jacksonville, Jacksonville, FL—Jorge Gutierrez  
PLC Session #143 on 3/16/16

Key partners include the following organizations:

- City of Jacksonville Division of Military Affairs
- Veteran's and Disabled Services
- FSCJ Foundation (provides a \$2,500 award to an outstanding graduate)
- CareerSource
- Jacksonville Housing Authority
- FSCJ Student Services
- Florida Brownfields Association
- City of Jacksonville
- Goodwill Job Junction
- The WorkSource
- Several environmental and associated contractors
- Local community-based organizations

City of Detroit, Detroit, MI—Raymond Scott  
PLC Session #144 on 3/30/16

Key partners include the following organizations:

- Detroit Employment Solutions Corporation (DESC)
- Sierra Club
- United Community Housing Coalition
- Detroit Future City
- ESK Services, Inc.
- Metro Occupational Trainers, Inc.
- Numerous community-based organizations
- Environmental employers and deconstruction contractors

Memphis Bioworks Foundation, Memphis, TN—Dana Dorsey  
PLC Session #145 on 4/13/16

Key partners include the following organizations:

- Memphis Workforce Investment Network
- Memphis re-entry and second-chance nonprofit organizations
- Operation Hope and United Way
- City of Memphis
- University of Tennessee Extension
- Veterans Affairs Medical Center
- Tennessee Department of Environment and Conservation

- Numerous community-based organizations
- Local environmental employers
- 15-member Advisory Board

LA Conservation Corps, Los Angeles, CA—Gaby Jimenez and Denise Haynes  
PLC Session #146 on 4/27/16

Key partners include the following organizations:

- City of Los Angeles Brownfields Program
- North San Fernando Valley WorkSource Centers (Workforce Investment Board)
- SHIELDS for Families
- Joint Apprenticeship Trust (Local 5)
- Los Angeles Trade and Technical College
- Compton Creek Task Force
- Community-based organizations
- Environmental employers

Limitless Vistas, Inc., New Orleans, LA—Sherry Callaway  
PLC Session #147 5/11/16

Key partners include the following organizations:

- New Orleans Sewerage and Water Board
- NOLA for Life
- Job1 and NOLA YouthWorks (WIB)
- OXFAM America
- Sojourner Truth Community Center
- New Orleans Health Department
- South Central Planning and Development Commission
- New Orleans Workforce Investment Board
- Regional Brownfields Commission
- New Orleans Mayor's Office of Workforce Development
- New Orleans Office of Coastal and Environmental Affairs
- The Corps Network
- Numerous community-based organizations
- Environmental employers

Leveraged support also comes from additional grants and partnerships with:

- AmeriCorps
- 21st Century Conservation Corps
- My Brother's Keeper
- Private remediation and consulting organizations
- Training from remediation consultants
- Leveraged stipends, scholarships, and internships
- Life skills training from other nonprofit organizations
- The Conservation Corps of Greater New Orleans (CCGNO). CCGNO is the local branch of the Corps Network (a national coalition of Service and Conservation Corps). The CCGNO grant

provides the operational support for four quarterly cycles of 30 participants and provides each graduate with an AmeriCorps Education Award of \$1250.

- Greater New Orleans Workforce Investment Boards and JOB1. Together they established a new multi-site Youth Corp focusing on green job training, and providing recruitment, placement, and student services.
- Partnering with a local coalition of like-minded organizations including the Alliance for Affordable Energy, Old City Building Center, Arc of Greater New Orleans, City of Hope, Recovery School District, and Tri-Parish Restoration Corps. All provide networking and leveraging opportunities.

City of Tacoma, Tacoma, WA—Peter Guzman  
PLC Session #148 on 5/25/16

Key partners include the following organizations:

- Goodwill of the Olympics and Rainier Region (replaced lost services from the WIB)
- Clover Park Technical College (a long-time leveraging and training partner)
- Tacoma-Pierce County Health Department (a new partner providing additional student services)
- Northwest Cascade, Inc.
- Northwest Laborers-Employers Training Trust Fund (addition of organized labor networks)
- City of Tacoma Public Works and Environmental Services Department (city employer relationships expanded)
- The Tacoma-Pierce County Health Department (additional resources with an unlikely partner)
- WorkForce Central, Metropolitan Development Council
- Tacoma REACH Center (continued workforce employment assistance)
- Every partner brings leveraged services, networks, and resources to the program.

Energy Coordinating Agency (ECA), Philadelphia, PA—Scott Coleman  
PLC Session #149 on 6/8/16

Key partners include the following organizations:

- Congreso
- Philadelphia Housing Authority
- Impact Services Corporation
- Philadelphia Department of Public Health
- Community College of Philadelphia
- Philadelphia Works
- PA CareerLinks
- Neighborhood-based organizations
- A comprehensive and extensive list of active partners can be found at <http://www.ecasavesenergy.org/partners>.

Partnership strategy—ECA focuses on core strengths (professional training) and looks for partners to avoid duplication of services and build a solid, sustainable network. ECA places a high priority in partnering with neighborhood-based organizations that serve veterans, minorities, women, and re-entry residents. Most active community partners also provide case management and placement for their constituencies.

#### **4. Upcoming webinars**

Groundwork USA Equitable Development Webinar—Investing in People and Place: Building Wealth and Equity to Advance the Equitable Development Agenda

Wednesday, July 20, 2016

1:30–3:00 p.m. ET

Tune in for a rich discussion among three leading-edge practitioners about how their programs promote wealth building, job placement and training, job creation, and increase access to financing and supports for small businesses and social enterprises. These programs respond to the needs of low-income people and people of color, and are making tangible impacts in everyday lives, helping long-marginalized families keep pace with place-based investments in their neighborhoods, and advancing equitable development more broadly in long-marginalized American communities.

Guests include Amy Shapiro, Director of Business Development, Franklin County CDC (Greenfield, MA); Tony DeFalco, Living Cully Coordinator, Verde/Living Cully (East Portland, OR); and Kevin Jordan, Vice President for National Programs, LISC (Washington, DC). For more information about Groundwork USA and upcoming events, visit <http://groundworkusa.org/news-resources/>.

EJSCREEN—EPA’s online tool for environmental justice mapping and screening

- Explore NATA environmental indicators for cancer risk, respiratory, and diesel PM
- View EJ map data for Census block groups, tracts, and counties
- Easily save sessions and print maps
- Compare maps side-by-side
- Locate target communities
- And much more.

EJSCREEN webinar dates:

- June 28, 2016—2:00 p.m. ET
- June 30, 2016—4:00 p.m. ET
- July 11, 2016—3:00 p.m. ET

Register at <https://ejscreen-2016-rollout.eventbrite.com>.

#### **5. Making connections and networking**

2016 Annual Environmental Job Development All-Grantee Meeting

August 17–18, 2016

Travel days: August 16 and August 19

Holiday Inn & Suites

Alexandria, VA 22314

The *Annual Environmental Job Development All-Grantee Meeting* is a networking and break-out event attended by:

- Current EPA-funded Environmental Workforce Development and Job Training (EWDJT) grantees
- Past EWDJT grantees
- PLC members
- EPA regional workforce development coordinators



- EPA headquarters staff

Reservation deadline is Tuesday, July 26, 2016. For additional information or questions contact Glo Hanne at [ghanne@eicc.edu](mailto:ghanne@eicc.edu).

### Second Annual Southeast Brownfields Conference

October 16–19, 2016

Jacksonville, FL

Hosted by the Florida Brownfields Association and its regional partners, the Second Annual Southeast Brownfields Conference will be taking place in Jacksonville, Florida on October 16–19. Over 200 brownfield practitioners were in attendance last year and gained valuable insight into redevelopment practices in the southeast region. Registration is now open. Topics selected for the conference proceedings will emphasize Brownfields-related topics and case studies including but not limited to:

- Brownfield Redevelopment Success Stories
- Public Outreach and Changing the Perception of Brownfields
- State, Tribal, and Local Programs and Partnerships (Community Engagement)
- Obtaining and Managing Brownfields Grants
- Brownfield Incentives
- Sustainable Brownfields Redevelopment
- Redevelopment Financing
- Environmental Justice and Public Health
- Local, State, and Federal Regulatory and Policy Changes and the Effects on Brownfields
- Due Diligence, Liability Protection, Long-term Stewardship, and Risk Management
- Innovative Assessment and Remediation Technologies
- Brownfield End-Use Planning

The deadline for the Call for Presentation abstracts is July 1, 2016. For more details, visit <http://www.floridabrownfields.org/>.

### Annual Georgia Environmental Conference

August 24–26, 2016

Jekyll Island, Georgia

In its 11th year, [the Annual Georgia Environmental Conference](#) is the state's largest, most comprehensive and diverse educational opportunity. The conference will be attended by over 700 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, recycling experts, and many, many others with a strong interest in environmental activities in Georgia and the southeast region.

## **6. Promise Zone Communities**

Nine new Promise Zones join 13 others to expand economic opportunity in distressed areas. The nine Promise Zone communities have been selected from 82 applications from 38 states and Puerto Rico. Each urban, rural, and Tribal Promise Zone applicant was asked to put together a clear description of how the Promise Zone designation would accelerate and strengthen the community's own efforts at comprehensive community revitalization. Each Promise Zone will be coordinated by a lead community-

based organization in partnership with the Obama Administration. HUD will be the federal lead for the 14 urban designees, while USDA will serve as the lead federal partner to the Tribal and rural Promise Zones.

All Promise Zones will receive priority access to federal investments that further their strategic plans, federal staff on the ground to help them navigate federal resources, and five full-time AmeriCorps VISTA members to recruit and manage volunteers and strengthen the capacity of the Promise Zone initiatives.

[Atlanta, Georgia](#)

[Nashville, Tennessee](#)

[Evansville, Indiana](#)

[South Los Angeles, California](#)

[San Diego, California](#)

[Southwest Florida Regional Planning Commission](#)

[Spokane Tribe of Indians, Washington](#)

[Turtle Mountain Band of Chippewa Indians, Rolette County, North Dakota](#)

[Roosevelt Roads, Puerto Rico](#)

Newly designated Promise Zones join 13 others that President Obama designated in 2014 and 2015.

These Promise Zones include targeted neighborhoods in the following communities:

San Antonio, Texas

Los Angeles, California

Philadelphia, Pennsylvania

Southeastern Kentucky Highlands

Choctaw Nation of Oklahoma

Camden, New Jersey

Hartford, Connecticut

Indianapolis, Indiana

Minneapolis, Minnesota

Sacramento, California

St. Louis/St. Louis County, Missouri

Pine Ridge Indian Reservation of the Oglala Sioux Tribe, South Dakota

The South Carolina Low Country

Join the [mailing list](#) to receive announcements and to follow the progress of the Promise Zones. See the [HUD programs and the HUD Exchange newsletter](#) for more information.

## **7. Publications of interest**

A New Guide to Assist Communities with the Investment of Available Resources to Leverage Additional Funding

[Setting the Stage for Leveraging Resources for Brownfields Revitalization](#)

Many communities struggle to find and attract sufficient funding for brownfields redevelopment projects. It can be difficult for communities to identify how best to invest limited local resources. Sound initial investments of local funds can open opportunities for additional public funds and attract the interest and support of outside investors and lead to additional funding. This guide was developed by EPA to assist communities in overcoming the challenges of making sound investment decisions to attract additional resources for community revitalization.

**MARK YOUR CALENDAR**

Next PLC Session: July 13, 2016 at 2:00 p.m. ET  
Please call in five minutes early.

Feel free to invite a guest! Send your contact information to Mike Senew at [msenew@aol.com](mailto:msenew@aol.com).



Visit our *HMTRI Brownfields Toolbox* Web site at <http://www.brownfields-toolbox.org> for more information on Brownfields Job Training programs. All PLC session notes and recordings are also located on the *Brownfields Toolbox* website at <http://brownfields-toolbox.org/plc-corner/>. For those interested in providing content or suggestions, please contact Glo Hanne at [ghanne@eicc.edu](mailto:ghanne@eicc.edu).

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