

March 2, 2016



Notes from Environmental Workforce Professional Learning Community (PLC)—Cycle 14, session 2

This was the second session of PLC Cycle 14 that will feature informal, 20-minute discussions with EPA EWDJT grantees, alumni, and interested stakeholders. The goals for this new cycle include:

- 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

Topics: 1. News from Washington and HMTRI
2. Reminder to 2015 EWDJT applicants
3. Cypress Mandela Training Center, Inc., Oakland CA
5. Making connections, networking, and items of interest
6. Opportunities—Local Environmental Education (EE) Grants

1. News from Washington and HMTRI

EWDJT proposals are in their ranking criteria review stage. Reviews appear to be on schedule with funding announcements to be made in May.

Active PLC participants are invited to the *Annual Environmental Job Development All-Grantee Meeting* to be held August 17–18, 2016. Hotel and meeting expenses are provided. Participants must cover their own travel expenses and some meals.

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

Contact Glo Hanne at ghanne@eicc.edu for more information.

2. Reminder to 2015 EWDJT applicants

A reminder to existing grantees—keep close to your partners and stakeholders. It's easy to drift away from stakeholders, partners, and employers as training begins. Communicate with partners and stakeholders to discuss the training process and the graduation schedule. Invite them as speakers and special guests, especially community organizations and potential employers. Stakeholders, partners, and supporters need to bond and identify with the EWDJT program. Sustainability, leveraging, recruitment, and placement are influenced by those relationships.

A reminder to 2016 EWDJT applicants—make sure references and contacts included as part of the proposal are aware of the review schedule. They may receive a phone call from EPA reviewers. Do as existing grantees do—keep close to your partners and stakeholders.

In the event a proposal is not funded, build upon established partnerships and contacts for an expanded proposal. The EWDJT program is an annual competition with another request for proposals less than 10 months away.

3. Cypress Mandela Training Center, Inc., Oakland CA

Many thanks to Art Shanks, Executive Director of the Cypress Mandela Training Center, for his presentation today.

Art's relationship with the Brownfields program began in 1998 with \$125K in EPA funding as one of the early Brownfields job training pilot programs. The initial cooperative agreement was then with the Oakland Private Industry Council (PIC) using Cypress Mandela for training. The successful pilot project was funded again in 2004.

Cypress Mandela Training Center really took off after the 1989 earthquake causing major damage just a few blocks from the original training center. The need for workers matched Art's desire to provide meaningful jobs to local unemployed Oakland residents.

The key to making this work was training to match skills, knowledge, and certification requirements needed by employers engaged in the reconstruction effort.

In 2008, Cypress Mandela, building on its success, branched out on its own receiving a \$200K EPA Brownfields environmental job training grant. Demonstrating they could exceed expectations, Cypress Mandela was awarded a stimulus \$500K EPA grant in 2009. With among the highest graduation and placement rates, Cypress has successfully competed for six Environmental Workforce Development and Job Training grants.

For good reason. Below are a few of the areas where Cypress Mandela demonstrates outstanding performance:

- Program graduates
- Recruitment, placement, and tracking
- Working with labor organizations
- Use of PLAs and first hire agreements
- Pre-apprenticeship programs
- Student services
- Life skills and readiness training
- Resource leveraging
- And above all—personal interest in program participants

Cypress Mandela Training Center culture

“At Cypress, everyone is on the same page.” Maintaining funding requires constant attention to quality training and graduate performance after employment.

Cypress Mandela operates on a “boot camp” model.

- Intensive training 7:00 AM–3:30 PM.
- Five days per week for 16 weeks.
- No stipends are provided. All participants must demonstrate positive attitude and discipline.
- Physical training is required.
- Participants must remain drug free.
- The mantra is “love, respect, and honor.”
- Be with us, and we will help and support you.

Placement strategies

Placement and tracking efforts are intensive at Cypress Mandela. Not only are graduates tracked through their apprenticeship, they are tracked for the five years required to reach Journeyman. Extensive use of alumni as mentors and recruiters contributes to the public awareness of the program as well as marketing and recruitment efforts.

Leveraging

It requires over \$1.5 million to sustain the Cypress Mandela Training Center. Funds are constantly being sought after from numerous partners and supporters. Leveraging—combining resources from multiple sources—remains the key to sustainability. In addition to being independent of any single funding stream, leveraging raises the quality and effectiveness of the entire program. Leveraging eliminates duplication by combining and sharing limited resources and establishing a critical mass needed for training and student support.

Facilities

Cypress Mandela is an 80,000 square foot training facility. Four acres of outside space will be used for job recruitment and placement events.

Advice for sustainability

“Provide employers with well trained, disciplined employees that have the skills needed for employment.” Provide the community with a solid well run organization where everyone is on the same page. Keep close to your graduates, supporters, and employers.

Program overview

- Demographics
 - Target area has an unemployment rate over 20 percent the city of Oakland (94 percent are minorities)
 - Disadvantaged residents of Oakland, San Leandro, Emeryville, Richmond
 - Women, minorities, veterans, and ex-offenders
 - Manufacturing jobs have significantly declined—former industrial sites are now brownfields
 - Over 55 percent of residents live below the poverty level
- Training objectives/participation rate
 - Three training cycles per year
 - 45–55 participants per cycle
- Employment programs
 - PG&E Power environmental employment pathways
 - Green recycling and construction programs

- Wastewater worker pathways
- Pre-apprenticeship pathways
- Key partners
 - City of Oakland, CA
 - 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
- Complete program
 - 16 weeks of training
 - Five days per week
 - 190+ hours of instruction
 - Construction trades
 - General construction
 - 80 hours of life skills
 - 40 hours of job readiness training
 - First aid and CPR
 - As with the Oregon Tradeswomen model, Cypress Mandela supplements construction training with additional advanced environmental training.
 - Core environmental program
 - Additional 77 hours in addition to leveraged training
 - 40-hour HAZWOPER
 - Confined space entry
 - Ergonomic hazards
 - Introduction to EPA and OSHA
 - Asbestos and lead abatement
 - Mold inspection
 - Certifications
 - Eight state or federal certifications
- Retention, placement, and tracking
 - Track graduates for five plus years
 - Use alumni and mentoring job clubs for retention, mentoring, and instruction
 - Use Project Labor Agreements (PLAs) for placement
 - Use Direct Entry and first-hire agreements on city projects
- Student recruitment
 - Extensive use of graduates and alumni nights for awareness and recruitment
 - Community involvement and reputation “word of mouth”
 - Well known in the community for high starting wages \$18–20/hr +
- Student screening
 - Graduates of the 16-week pre-apprenticeship training program apply for the supplemental environmental training program
 - Grades 7–8 TABE math and reading
 - Drug and alcohol free
 - Fitness

Art would be happy to discuss his program including the use of first-hire and PLAs.

Art Shanks, Executive Director
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5. Making connections, networking, and items of interest

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
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Reservation deadline is Tuesday, July 26, 2016. For additional information or questions contact Glo Hanne at ghanne@eicc.edu.

The Annual Great Environmental Safety Training (GreatEST) Institute

June 6–17, 2016, in Davenport, Iowa

The annual Great Environmental Safety Training (GreatEST) Institute is a 10-day train-the-trainer program that delivers the required certifications for public and private responders and workers including:

- 40-Hour Waste Site Worker Health and Safety
- 24-Hour Industrial Emergency Response
- DOT HazMat
- Hazard Awareness and Communication

Participants must apply and be approved to attend this training sponsored under an NIEHS grant to the Partnership for Environmental Technology Education (PETE). The deadline to submit your application is February 29, 2016. For more information, contact Patti Thompson at pattijthompson@gmail.com.

2016 Good Jobs, Green Jobs Conference

June 6, 2016

Cleveland, Ohio

Registration is now open for the 2016 Good Jobs, Green Jobs conference. The conference is about investing in America. Good Jobs, Green Jobs affords an opportunity to join with labor,

environmental, business, and community leaders to forge the links between the economic possibilities created through protecting the environment and solving climate change.

Early registration is open (\$199) at <http://www.greenjobsconference.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.

To learn more, go to <http://www.georgiaenet.com>.

2016 National Environmental Justice Conference and Training Program and the 9th Annual National Conference on Health Disparities

March 9–12, 2016

Marriott Marquis, The Howard University School of Law

Washington, D.C.

Leaders from various sectors will engage in three plus days of free exchange of new ideas and new approaches to building healthy communities. These 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 an interest in health disparities and environmental justice. It 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.

For additional information visit <http://thenejc.org/?conference=national-environmental-justice-conference-and-training-program>.

6. Opportunities—Local Environmental Education (EE) Grants

Local EE grants are a great addition to EWDJT program activities. The program funds many small grants and tend to be less competitive and easier to get than larger federal grants.

Under the Environmental Education Grants Program, EPA seeks grant proposals from eligible applicants to support environmental education projects that promote environmental awareness and stewardship and help provide people with the skills to take responsible actions to protect the environment. This

grant program provides financial support for projects that design, demonstrate, and/or disseminate environmental education practices, methods, or techniques. Since 1992, EPA has distributed between \$2 and \$3.5 million in grant funding per year, supporting more than 3,600 grants.

Applicants must represent one of the following types of organizations to be eligible for an environmental education grant:

- Local education agency
- State education or environmental agency
- Colleges or universities
- Non-profit organization
- Noncommercial educational broadcasting entity
- Tribal education agency

Applications are due April 8, 2016.

For more information, visit <http://www.epa.gov/education/environmental-education-ee-grant-solicitation-notice>.

MARK YOUR CALENDAR

Next PLC Session: March 16, 2016 at 2:00 p.m. EST
Please call in five minutes early.

Feel free to invite a guest! Send your contact information to Mike Senew at 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.

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