



**Notes from the Environmental Workforce Professional Learning Community (PLC) – 6/30/2021**

These are post session notes from the first call in a new cycle of Workforce Development Professional Learning Community (PLC) conversations. The Environmental Workforce PLC meets every other Wednesday from 2:00 pm to 2:30 pm Eastern time via conference call from any telephone. Each PLC session includes discussions related to workforce development and the successful implementation of EPA Environmental Workforce Development and Job Training (EWDJT) programs. **The next PLC covering EWDJT jobs and labor market assessments will be July 14th, same time, and call-in instructions.**

The objective of the (PLC) is to promote and share innovative strategies among Brownfields Job training communities and assist new communities in developing environmental job training programs. This cycle we are focusing on tuning up existing programs and preparing for the next EPA Request for EWDJT funding applications this summer.

**This week's discussion topics - Previewing the FY22 EWDJT Request for Applications**

- Updates from Washington
- Participant questions and concerns
- Selecting a target community
- Community assessments
- Labor market assessments
- Things to do now

If you received these notes, you are on our list to continue receiving announcements and session notes. Return this email with subject "Remove" if you are no longer interested in receiving PLC notes and announcements. You can also respond to these notes or the PLC call with comments by returning this email.

If you or an associate would like to be added to the PLC participant list, send contact information the following address.

[HMTRI@eicc.edu](mailto:HMTRI@eicc.edu)

Ideas presented during these sessions represent individual opinions. They do not represent EPA, state, local or organizational policy. Information presented should not be taken as such.

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**Post Session Notes  
Session 256, June 30<sup>th</sup>, 2021**

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**1. Latest from Washington**

**Brownfields 2021**

**December 8-11, 2021**

**Oklahoma City, Oklahoma**

“EPA and ICMA are committed to ensuring that the National Brownfields Training Conference provides the best networking and learning environment possible for the brownfields’ community. Several considerations were made related to the current, and anticipated, Coronavirus (COVID-19) situation. We rescheduled Brownfields 2021 from its September dates to December 8 - 11, 2021, in Oklahoma City, Oklahoma.

Sign up for the latest information on the 2021 Brownfields Conference, including featured speakers, sponsorship opportunities, and more.”

[Visit the conference website](#)

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**2. From HMTRI**

**HMTRI projects under development**

To facilitate communications among grantees and potential employers, HMTRI is in the process of publishing an EWDJT Grantee Directory. The EWDJT Grantee Directory will provide contact information, curriculum, graduate certifications, and training schedules allowing national employers searching for certified environmental workers to contact local programs. The directory will also facilitate networking opportunities among grantees. Look for the Grantee Directory Scan in coming weeks.

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**All Grantee Meeting materials**

We are still processing recordings from the 18 breakouts, 7 plenaries and PowerPoint presentations. PowerPoints have been posted on the brownfields-toolbox.org website. We apologize for the delay and will announce when remaining recordings are posted.

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**3. Questions and concerns**

**Question:**

Will we be notified when the FY22 EWDJT Requests for Applications are issued?

**Response:**

HMTRI will post the Guidelines as soon as they are released. The EPA website, including several of the regional offices posts them to stakeholders. Shortly after posting the RFA, the EPA will announce a webinar discussing the Guidelines, answering, and clarifying questions related to the RFA. Due dates for applications are usually 60 days from the date of posting on [Grants.gov](https://www.grants.gov).

**Additional response:**

HMTRI encourages organizations thinking of establishing an EWDJT program to contact their EPA Regional Coordinator, even if they do not submit a proposal. By doing this, stakeholders are included in a Regional list of potential workforce development applicants. Organizations should feel free to contact their Regional Coordinator (see section 9 of these notes) for assistance and questions. However, once the RFA is posted, Regional Coordinators are limited to group meetings and are not able to provide individual assistance.

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#### **4. EWDJT News – FY21 funded EWDJT grantees**

Congratulations to two new FY21 grantees plus a returning grantee from regions eight and nine. Region 10 did not have a funded program in this year's competition, however they had 11 awards in FY2020. Here is a summary of this year's Region 8 and 9 proposed programs.

##### **Groundwork Denver**

###### **Target community and training goals**

Groundwork Denver is targeting young adults ages 18 to 24 who reside, attend school, or church, or otherwise spend significant time in the City of Sheridan, CO. Groundwork Denver plans to train eight students and place at least six in environmental jobs.

###### **Curriculum**

The training program focuses on green infrastructure and includes 271 hours of instruction, which includes:

- 40-hour HAZWOPER
- Community Forester Training
- Sustainable Landscape Maintenance
- Rain Barrel Installation and Maintenance
- Irrigation Audit and Maintenance
- Resident Engagement and Education
- Stormwater Control
- First Aid/CPR/AED
- Green Infrastructure and Low-Impact Development
- Heavy Machine Operation
- Parks Interpreter
- National Historic Preservation
- Best Management Practices Installation and Maintenance

Students completing the training will earn up to ten certifications.

###### **Key partners**

- City of Sheridan
- CAP Management
- Denver Parks and Recreation
- Trust for Public Land
- Institute for Environmental Solutions
- Groundwork USA
- Colorado Stormwater Center
- The Park People
- Watershed Management Group

##### **Kern County Builders Exchange**

###### **Target community and training goals**

The Kern County Builders Exchange is targeting residents who are unemployed, underemployed, low-income, minority, or impacted by petroleum brownfields, waste facilities, or contaminated sites and live in Kern, Ventura,

Fresno, Kings, San Luis Obispo, Santa Barbara, and Tulare Counties. The Kern County Builders Exchange plans to train 50 students and place at least 45 in environmental jobs.

### **Curriculum**

The training program includes 236 hours of instruction:

- 40-hour HAZWOPER
- OSHA 30-hour
- Oil and Gas Remediation
- RCRA Hazardous Waste Management
- Welding and Hot Work
- CPR/First Aid/AED
- Confined Space Entry
- Line Locating
- Industrial Truck Operation
- Emissions and Air Permitting
- Blueprint Reading
- Threatened and Endangered Species Awareness

Students who complete the training will earn up to 10 state and six federal certifications.

### **Key partners**

- Kern Economic Development Foundation
- Kern County Veterans Service Department
- Brown's Construction Service, Inc.
- Truitt Oilfield Maintenance Corporation
- J. Torres Company, Inc.
- KSI, Coles Environmental Services
- Kern High School District's Regional Occupation Center
- Kern Community College District
- Kern Patriot Partnership

### **Nye County**

Nye County was awarded four EPA job training grants beginning in 2008 and continuing in 2012, 2015 and 2021 and is an excellent example of EWDJT Alumni returning with new and expanded programs.

### **Target community and training goals**

Nye County is targeting young adults, successful graduates of Nye County's Drug Court Program, veterans, and unemployed or underemployed residents of the Towns of Amargosa Valley, Beatty, Pahrump, and Tonopah, as well as the Duckwater Shoshone Reservation. Nye County plans to train between 64 and 68 students and place up to 56 in environmental jobs.

## **Curriculum**

The training program includes 140 hours of instruction

- 40-hour HAZWOPER
- Asbestos and Lead-Based Paint Abatement
- OSHA 10-hour Construction Industry
- OSHA 10-hour General Industry
- CPR/First Aid/AED and Blood Borne Pathogens
- Environmental Technician training

Students who complete the training will earn up to six federal certifications.

## **Key partners**

- Town of Tonopah
- Nye Communities Coalition
- Wulfenstein Construction Company
- C&S Waste Solutions of Nevada
- Kinross Round Mountain Gold Corporation
- Gemfield Resources LLC
- University of Nevada
- Reno Cooperative Extension-North
- BEC Environmental
- Nye County School District-Adult Education Program
- Pahrump Valley Center
- Nye School District
- Nye County Emergency Management Services
- Southwest Central Regional Economic Development Authority
- University of Nevada-Reno Cooperative Extension
- Duckwater Shoshone Tribe Division of Natural Resources

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## **5. Community assessments – Selecting a target community**

Identifying target communities requires program managers to address the community they are serving in both Threshold and Ranking Criteria. Identifying an appropriate target community forms a foundation for the entire EWDJT program. Target communities identify potential partners, community needs, the character and background of potential participants including the ability to recruit, train and retain students.

### **Threshold Criteria**

#### **A target area must be identified as part of the RFA Threshold Criteria**

To pass the first pass/fail screen, applicants must identify the target area they propose to serve. FY21 guidelines state the following:

- Target service areas identify a town or city, as well as neighborhoods or communities.
- Applicants cannot propose to serve multiple target areas.
- EPA will consider applications that propose to serve large areas, especially in rural communities, that may include several towns.

As part of a threshold response, this is a simple statement but requires extensive research and coordination with potential stakeholders. The selection of a targeted service community really cannot be answered until a comprehensive community assessment is complete. For this reason, the issue of community needs is included as part of the Ranking Criteria evaluation where applications are reviewed for funding consideration.

## **Ranking Criteria**

Community assessment represents 10 points (out of a possible 109 total points) in evaluating if there is a community need for developing an EWDJT program. Here are the guidelines from the FY21 Request for Applications. FY22 criteria should be similar.

“Your application will be evaluated on the quality and extent to which it:

- Demonstrates a compelling picture of need in the community, and specifically, the identified target area.
- Makes a connection between the public health, welfare, environmental, and/or economic challenges faced by the community and/or target area and the presence of brownfield sites and other cumulative environmental issues.

Specifically, this criterion demonstrates the quality and extent to which you clearly, concisely, and realistically address the community need in your application and consider the following items:

### **Community Description (10 points)**

- The depth and degree of environmental and economic challenges confronting your city/town/geographic area and the specific area where you plan to serve. (3 points)
- The impact of current community challenges on residents and an explanation of how/why you selected your target area. (3 points)
- Demographic statistics provided compared to city, state, and/or national averages and how well they demonstrate a community indicative of need. (2 points)
- The extent to which the application seeks to serve target communities with high indicators of need such as high rates of unemployed individuals, dislocated workers, individuals laid off as a result of recent manufacturing plant closures, severely under-employed individuals or unemployed individuals, low income and minority residents of environmentally impacted communities, veterans, and individuals with little to no advanced education. (2 points) “

As presented, “community need and description” in the Ranking Criteria evaluation account for about 10% of the overall proposal ranking. Clearly, that is an understatement of the importance of community assessments. Conducting a well thought out community assessment can “make or break” an EWDJT proposal because it influences most of the other Ranking Criteria. Evaluation criteria including community engagement, community partners, leveraging, partnering, student retention and even curriculum all depend on neighborhoods and participants selected to be primary recipients of EWDJT services.

### **Strategies for addressing a community needs assessment**

Identifying a target community consists of two components. First, is the type of participants the EWDJT program plans to recruit. Second, is the targeted geographic community. In the past, grantees have included a variety of participants they are selecting for training. They include the following general categories:

- Returning citizens
- Veterans
- Disable veterans
- Women
- Minority populations
- Native American populations
- Underserved ethnic groups
- Dislocated workers
- Unemployed/underemployed residents

The list continues and may include several of the above-mentioned groups. A word of caution. Defining specific groups will also define training strategies and service offerings. Language and physical barriers, remedial training requirements and social affiliations may influence curriculum and program operations. For example, recruiting students who have not been in a classroom for decades mixed with students fresh out of school can impede training. “On the other hand”, gang affiliations, returning citizens mixed with seniors and young participants can create a positive and constructive cohort.

### **Collecting data – The easy part**

The best strategies in responding to Ranking Criteria is use as much quantitative data as possible. Present numbers to back up subjective statements whenever possible.

As a start, collect data from several sources including the following:

- City offices including the office of neighborhoods and economic development. Perhaps the best source of current information is the Mayor’s Office or County Office of Community or Economic Development. Their information is likely the most accurate and has the potential to identify special neighborhood programs.
- City and neighborhood specific internet sources – Traditional Google and Wikipedia searches of specific neighborhoods provide a treasure trove of demographic, income, crime, and employment information.
  - [https://en.wikipedia.org/wiki/Main\\_Page](https://en.wikipedia.org/wiki/Main_Page)
- EPA database management tools such as EJ Screen - Another invaluable search tool is the EJ Screening and Mapping Tool. The tool was developed as an environmental justice project, it provides an incredible amount of information on a highly detailed basis.
  - <https://www.epa.gov/ejscreen>
- It is important to determine if the proposed target community under consideration has ever received an Environmental Justice Small Grant (EJSG). If so, EJ projects and initiatives should be integrated into the grant proposal.
  - <https://www.epa.gov/environmentaljustice/environmental-justice-small-grants-program>
- Cleanups in My Community is an EPA mapping tool identifying **hazardous waste cleanup locations**. Focus on communities with concentrations of cleanup activity.
  - <https://www.epa.gov/cleanups/cleanups-my-community>
- Census data for Income and Poverty Estimates is used in determining Special Factors associated with a proposed target community.
  - <https://www.census.gov/programs-surveys/saipe.html>
- Federally recognized tribal data to support Native American target communities.
  - <https://www.bia.gov/about-us>
- Opportunity Zones identify communities in need of economic redevelopment.
  - <https://www.irs.gov/credits-deductions/businesses/opportunity-zones>

### **Getting to know the community – The hard part**

Identification of target communities based on published data is important, but partnering with local stakeholders, community groups, community leaders, service providers and residents is essential, more difficult, and time consuming. Recruiting local stakeholders early provides many benefits during the planning and grant writing process. More important, community stakeholders need to actively participate in proposal development. The reason community assessment and stakeholder recruitment need to begin early is that target community stakeholders are the basis for developing meaningful partnerships, recruitment strategies, curriculum, and placement efforts. The most important issue to resolve is the following: Will community organizations and residents embrace environmental job training? Will EWDJT receive local support promoting and participating in the program?

### **Community assessment and neighborhood partnership development**

Prospective grantees should identify community groups, social, and religious affiliated organizations willing to help in awareness, recruitment, and placement. These organizations need to participate in the grant development process and when possible written into the grant as partners. A suggested approach to community stakeholder assessment follows.

- In proposed target communities, visit religious and civic organizations again seeking contact information for possible stakeholders and partners
- Find out who is actively working in the proposed target community. Do other organizations have active grant programs? Are foundations or nonprofits active in the area? These organizations are all potential leveraging partners. Workforce Investment Boards and affiliates, Goodwill, Salvation Army, other training, and outreach organizations such as Youth Build, Strive or Conservation Corps are already active in many underserved neighborhoods.

- Is there a community center in the proposed target community? How about fire and law enforcement facilities?
- Does the city or county have active redevelopment programs? Always remember to coordinate with the Brownfields Assessment and Cleanup grantees. They are listed at the EPA site.
  - [https://cfpub.epa.gov/bf\\_factsheets/](https://cfpub.epa.gov/bf_factsheets/)

**Location, location, location**

Remember, students need to access EWDJT facilities.

- Locate training in the target community
- Ensure bus transportation to training is available and easy
- Locate training in or near student support centers such as community centers
- Facilities need to be safe and secure
- Are support organizations located in the proposed target community such as day care, housing, or other social services?
- What types of programs are available as potential leveraging partners?
- Are local governmental offices located near the proposed target community?
- Where are the local k-12 and community colleges?
- Is the community an “employer desert”?
- Is there transportation in and out of the community? Where is the nearest bus station?
- Is there an employment office nearby?

Locating training across town or without easy access results in low retention rates. If the target community is not close to the EWDJT facility, trainers must go to the students. Training on a reservation, at a church, a fire station, or community center are good examples.

**Special factors and designations attributed to the target area**

All important, and not to be overlooked, are special factors that impact community residents such as plant closures, chemical spills, natural disasters, or accidents. Special factors should be considered as part of community assessment in choosing target neighborhoods. Many special factors are easy to identify as they are public and newsworthy issues. Program staff should not assume that grant reviewers have this information, or even consider special factors, unless they are written into the proposal. We will discuss Special Factors in an upcoming PLC.

**Community assessment is not an afterthought**

As we review the work that goes into a comprehensive community needs assessment, it is clear why this topic is the first to review. On July 14<sup>th</sup>, the PLC will discuss the other half of this Ranking Criteria- a labor market assessment to determine if an EWDJT program is relevant and ensures graduates have jobs after graduation.

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**6. Resources, webinar recordings and posted materials**

**California Land Recycling Conference**

Recordings of the California Land Recycling Conference are now available. CCLR, U.S. EPA, and DTSC created this year’s Conference to address the relationship between redevelopment and the struggles we’re facing in public health, climate change, and racial injustice.

[Check out the recorded sessions here](#)

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**Learn about the Canadian Brownfields Network**

The 2021 Brownfields Conference hosted by the Canadian Brownfields Network took place last week, but you can still learn about future events. The 2-day program involved many exciting opportunities for engagement including



presentations on case studies, delivery barriers, and technical challenges in addition to the signature HUB Awards, recognizing Canadian individual excellence in brownfields.

[Learn more on the Canadian Brownfields Network website](#)

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#### **Best Practices to Sustain Training Programs During COVID-19**

“Using Best Practices to Sustain Training Programs During COVID-19 and Other Disasters” Recordings are available. The WTP Spring Workshop, held virtually on April 20-22, 2021, brought awardees together to provide program updates, exchange information regarding training, and discover new areas of interest to awardees. The workshop participants reviewed the best practices of WTP, awardees, and partnering organizations to sustain training programs during COVID-19 and other disaster preparedness and response efforts. All webinar recordings are now available. Go to:

[WTP](#)

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#### **7. In-person conferences**

##### **Florida & Alabama Brownfields Conference**

**Hilton Pensacola Beach**

**October 24-27, 2021**

Join the Florida Brownfields Association and the Alabama Brownfields Association for the first joint Florida & Alabama Brownfields Conference. This is a unique opportunity to connect with brownfield leaders, visionaries, and stakeholders from two states. The 2021 conference will be held at the Hilton Pensacola Beach on October 24-27, 2021.

[Learn more and register here.](#)

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**The 26th Florida Remediation Conference**

**November 17-19, 2021**

**Call for Speakers and Poster Presenters**

**Rosen Centre Hotel**

**Orlando, Florida**

The Florida Remediation Conference (FRC) is one of the premier soils, air, and water remediation conferences of the year. Though FRC started out as a Florida-centric event 25 years ago, it has developed a solid reputation for fostering the remediation and redevelopment industries across the Southeast. FRC attracts over 600 attendees comprised of a mix of industry representatives, developers, consultants, and contractors, and over 100 exhibitors and sponsors from across the country. It is far from just being a Florida event.

**Topical areas for consideration include:**

- Innovative Remediation Technologies
- Environmental Assessment and Analysis
- Emerging Contaminants
- Vapor Intrusion Investigation and Remediation
- Brownfields and Redevelopment
- Characterization, Fate and Transport
- Risk Assessment Practices, Applications, and Benefits
- Environmental Forensics
- Innovative Strategies and Approaches to Expedite Site Closure
- Remediation of Petroleum and Heavy Hydrocarbons
- Funding and Insuring Remediation Projects
- Business Aspects for the Environmental Professional
- Other

**Oral Platform and Poster Session Format**

FRC 2021 Oral Platform Sessions have been designed to allow for three (3) 30-minute speaking slots. We suggest presenters plan for a 20-minute talk and allow 10 minutes for Q&A.

For Poster presentations, posters will be on display for the entire event with a Poster Reception to be held on Thursday, November 5th in the exhibit hall.

If you have an interest in presenting an oral or poster presentation, please click on the button below.

Submission Deadline: July 15, 2021.

[SUBMIT YOUR ABSTRACT, CLICK HERE](#)

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## **Brownfields 2021**

**December 8-11, 2021**

**Oklahoma City, Oklahoma**

EPA and ICMA are committed to ensuring the National Brownfields Training Conference provides the best networking and learning environment possible for the brownfields' community. Several considerations were made related to the current, and anticipated, Coronavirus (COVID-19) situation. We have rescheduled Brownfields 2021, yes again, from its September dates to December 8 - 11, 2021, in Oklahoma City, Oklahoma.

Sign up for the latest information on the 2021 Brownfields Conference, including featured speakers, sponsorship opportunities, and more.

[Visit the conference website](#)

### **Brownfields University**

Big news! Brownfields 2021 will be the inaugural event for Brownfields University as our pre-conference training. The curriculum for Brownfields University will provide core brownfield concepts and practices to prepare attendees for the full educational program content.

BU provides valuable hands-on learning and engagement for emerging brownfield practitioners and seasoned professionals alike. Attendees will be better prepared to select educational sessions to attend, and better prepared to engage presenters and exhibitors with freshly informed understanding of subjects covered throughout the conference.

[Learn More Here](#)

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## **8. Funding, leveraging and outreach opportunities**

### **U.S. Department of Labor**

**Workplace Hazards, Infectious Diseases**

**Applications are due July 19**

U.S. Department of Labor Announces Availability of More Than \$21m in Grants for Training on Workplace Hazards, Infectious Diseases

The U.S. Department of Labor announced funding opportunities for more than \$21 million in Occupational Safety and Health Administration training grants for non-profit organizations. The first availability will provide \$10 million under the American Rescue Plan Act of 2021 for Workplace Safety and Health Training on Infectious Diseases, including the Coronavirus grants. Applications are due July 19.

[Department of Labor](#)

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### **CPWR**

Accepting applications for funding from the Small Study Program

#### **Open applications accepted**

CPWR's Small Study Program provides seed money of up to \$30,000 to investigate promising new research initiatives. Many major research projects began with a Small Study to demonstrate its viability or test the approach, and other studies have resulted in important stand-alone projects. A survey of researchers funded under this program found that more than 60 percent had published their findings in peer-reviewed journals.

How to apply for a Small Study Grant

Researchers interested in funding should review [the Small Study Guidelines](#), which explain the requirements and process in detail. Applications are accepted and reviewed on a rolling basis and can come from investigators from a

wide range of disciplines, including applied computer sciences, communication sciences, construction management, consumer marketing, economics, engineering, psychology, and work organization. We also welcome innovative proposals from occupational safety and health researchers, ergonomists, epidemiologists, researchers partnering with industry practitioners, and others.

Learn more from reviewing the list of [Funded Small Studies](#), go to:

[Additional information](#)

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### **SBIR E-Learning for HAZMAT and Emergency Response**

**Application Due Date - July 30, 2021**

This Funding Opportunity Announcement (FOA) encourages Small Business Innovation Research (SBIR) grant applications from small business concerns (SBCs) that propose to further the development of Advanced Technology Training (ATT) products for: the health and safety training of hazardous materials (HAZMAT) workers; waste treatment personnel; skilled support personnel associated with an emergency/disaster; emergency responders in biosafety response, infectious disease training and cleanup; emergency responders in disasters and resiliency training; and for ATT tools to assist in responding to environmental disasters. ATT as defined by the Worker Training Program (WTP) includes, but is not limited to, online training, mobile device training, virtual reality, and serious gaming, which complement all aspects of training from development to evaluation including advanced technologies that enhance, supplement, improve, and provide health and safety training for hazardous materials workers. These products must complement the goals and objectives of [WTP](#). The major objective of the NIEHS WTP is to prevent work related harm by assisting in the training of workers in how best to protect themselves and their communities from exposure to hazardous materials. The financial support for this initiative comes directly from NIEHS Worker Education and Training Branch SBIR funds.

Go to:

<https://grants.nih.gov/grants/guide/rfa-files/RFA-ES-21-005.html>

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### **9. Contact EPA Regional Coordinators**

Regional Coordinators are the first place to go regarding questions about EWDJT grants, extensions, budgets, or work plans. Many Regions maintain a Listserv for past, current, and potential grantees. It is important to be on their contact list for conference calls and newsletters.

**EPA Region 1**

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**EPA Region 9**

AZ, CA, HI, NV, AS, GU

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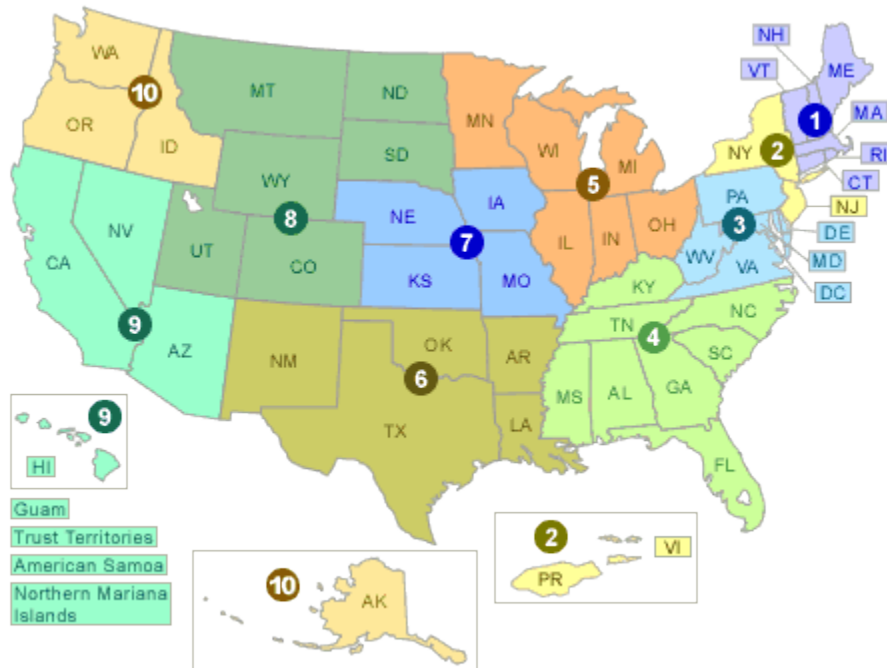
### EPA Region 10

AK, ID, OR, WA

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### 10. Join us for the next Professional Learning Community call

Missed a few of our PLC sessions? Post session notes are available on the [brownfields-toolbox.org](http://brownfields-toolbox.org). Go to the PLC corner.

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 EWDJT 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.

### **Next PLC call – Wednesday, July 14<sup>th</sup>, 2021 – Same time and “call in”**

Email questions or to be placed on the PLC register send contact information to:

[hmtri@icc.edu](mailto:hmtri@icc.edu)

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To participate in our Environmental Workforce Professional Learning Community session call:  
(319) 527-3513

Use access code 550105 followed by # to be connected to our session.

Sign up a friend – no cost – no obligation

Join us for helpful hints & open discussion

Call from any phone at: 1:55 pm Eastern time (5 minutes early) Discussions last about 30 minutes.

-- PLC notes and recordings of past sessions are also uploaded to our website at:

<http://brownfields-toolbox.org/plc-sessions/>.

If you would like to invite a guest, feel free to forward this email.

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*HMTRI is part of Eastern Iowa Community Colleges and has provided environmental workforce development technical assistance since the inception of EPA's Brownfields Initiative.*

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

For more information on HMTRI technical assistance services or to be added to our Grantee and Community Outreach Listserv, please an email to:  
[hmtri@eicc.edu](mailto:hmtri@eicc.edu).

