



Notes from the Environmental Workforce Professional Learning Community
(PLC) –6/29/2022

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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 276, June 29th, 2022

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1. National events and happenings

In case you missed it.....

June 15th. EPA hosted an outreach webinar for prospective EPA Brownfields Job Training Applicants. The Request for Applications Guidelines can be found at the link below.

<https://www.epa.gov/system/files/documents/2022-06/FY23%20BF%20JT%20RFA.pdf>

EPA has also prepared Frequently Asked Questions (FAQs) and answers to assist prospective applicants with preparing Job Training (JT) Grant applications. Fiscal Year 2023 Frequently Asked Questions for Brownfields Job Training Grants as of June 15, 2022, have been posted and will be updated. So, check back frequently.

<https://www.epa.gov/system/files/documents/2022-06/FY23%20BF%20JT%20FAQs.pdf>

For general information about FY23 BJT program grants, check out the home page at the following link.

<https://www.epa.gov/brownfields/fy-2023-brownfields-job-training-jt-grants>

Ideas in preparing the BJT application

Recent issues of the HMTRI CONNECT Newsletter may be useful to new communities interested in learning about the BJT program requirements and best practices used by successful grant recipients. They may be accessed in the brownfields-toolbox.org or using the following link.

<https://brownfields-toolbox.org/newsletter-archive/>

Issue #38 - Community and Labor Market Assessments - (June 2022)

Issue #37 - An Essential Step in Developing Community Environmental Job Training Programs - (April 2022)

Issue #36 - Developing and Environmental BJT Program - (February 2022)

Issue #35 - Engaging EPA Job Training Grant Recipients - (December 2021)

Brownfields 2022

August 16-19, 2022

Oklahoma City, Oklahoma

Cosponsored by the EPA and ICMA

At Brownfields 2022, you will learn about the unprecedented Bipartisan Infrastructure Law's \$1.5 billion investment in your communities through the EPA Brownfields Program, and directly interact with the nation's leading brownfield practitioners.

<https://brownfields2022.org/>

Follow on Twitter

@Brownfields2022

Health and Safety Covid protocols have been updated for the Brownfields 22

Brownfields 2022 attendees should make sure to review the updated health and safety guidelines.

Click here for more information: (brownfields2022.org/health-and-safety)

2022 Environmental Justice Caucus

Monday, August 15, 2022, 5:00 – 6:30pm

An important component of the National Brownfields Training Conference is the Environmental Justice Caucus. The Caucus is a locally driven event where people and organizations involved in Environmental Justice convene, share ideas, build relationships, and communicate directly with the EPA.

The EJ Caucus is a pre-conference event.

The Caucus is open to anyone, and participants do not have to be registered for the conference

<https://brownfields2022.org/environmental-justice-caucus/>

2. HMTRI Announcements

HMTRI Grant Recipient Directory Scan

HMTRI is in the process of updating the Brownfields Job Training (BJT) Grant Recipient Directory. Results from this year's directory will be used to develop a variety of topic-specific publications to be distributed among national employers, program supporters, EPA, and the Brownfields Job Training (BJT) community. This information will also be disseminated to employers at the National Brownfields Conference 2022 in Oklahoma City, OK in August.

If you haven't completed a directory scan before or wish to review your response from last year please refer to the Certified Employee Finder at this link: <https://brownfields-toolbox.org/certified-employee-finder/>.

The link below will take you to the Grant Recipient Directory form to fill out. It is urgent that you respond as soon as possible. The link to the form is:

<https://forms.gle/ZWaqnfBesBaJKa69>

If you have any questions, please contact the newest member of our HMTRI team, Mr. Nolan Curtis at nolan.curtis@stanfordalumni.org.

2022 In person Annual All Grantee Meeting

Full day sessions on October 12th and 13th

Transportation in and out October 11th and 14th

HMTRI's 24th Annual All-Grantee Meeting is tentatively scheduled full day sessions October 12th and 13th in Alexandria, VA. For those who have not yet responded we will be sending out another scan to determine topics participants would like to discuss. The All-Grantee Meeting provides a platform to continue conversations on critical issues and best practices among successful BJT programs. The workshop is facilitated by HMTRI, grant recipients, EPA staff and outside experts. As in the past, the meeting will include complementary registration and housing. Travel, meals, incidentals, and other costs are not included. Events are open to BJT grant recipients and organizations interested in establishing local environmental job training programs.

3. Developing a BJT application strategy – Nolan Curtis

Every organization has their own approach to writing grant proposals. Larger organizations have an opportunity to establish Application Response Teams, while smaller organizations may only have one or two part time volunteers to complete the same job. Generally, labor market, community assessments and partnership development must start early and continue during the entire grant process. Whether your team is large or small, the following ideas on strategy are presented for consideration.

Strategic Must Dos

- **There needs to be a proposal manager with absolute responsibility and authority for the effort.** The proposal manager establishes milestones and due dates leading to completion of the application.
- **Dissect the RFA and break out each section and deliverable. (i.e., identify every request for information.)**
- **Identify an expert or “champion” for each section.** Develop and construct the proposal as a team effort with the proposal manager guiding the project to submission. Assign every request for information to the individual best suited to respond to each question. Ensure your team has personnel/volunteers covering all the critical components of BJT operation including community outreach, recruitment, training, retention, case management, partnership development, and employer relationships.
- **Establish a firm timeline for each and every element/deliverable.** Discuss research and preparation requirements (time commitments) in group sessions. Identify “long tent pole” items and potential problem areas. Backload your timeline for information gathering, draft writing, edit and rewrites, and final review for each element of each section.
- **Conduct frequent progress updates.** Discuss the progress and direction of the proposal as a team, meeting regularly reporting progress in responding to information requests. Surface roadblocks and problems early.
- **Be willing to adjust your resource level of effort, but not your timeline.** Be ruthless and opportunistic regarding the scoring criteria. Answer each question to stand by itself. Do not assume the reader will read the entire proposal.
- **Quality check that each section is legible, succinct, and complete. (At each handoff stage)**

- **Hope is not a strategy.**

4. Suggestions for improving BJT application outcomes – Steve Fenton

With proposals due August 2nd, here are some reminders and suggestions for improving environmental BJT applications from past PLC calls and grant recipient presentations. During the next PLC we will discuss the construction of the application contents and application submission.

Engaging the community and government

- Brief the Mayor's office, elected representatives, and City Council.
- Engage public municipal and service agencies.
- Locate and contact active brownfields project officers.
- Participate in public meetings.
- Recruit advisory committee members from each of these sectors.

Program development

- Be careful with curriculum choices identifying those which are supported and unsupported by the BJT grant. Make sure it aligns with the labor market assessment.
- Identify who will be doing the training. Bring contractors and consultants onboard early.
- Include advisors and employers in program and curriculum development.

Responding to evaluation criteria

- Deconstruct the RFA to ensure that every request for information is addressed in the proposal.
- Include in the narrative meetings and public events.
- Identify special programs or populations in addition to those that can contribute to Other Factors.

Partnership and employer recruitment

- Lock down and formalize key partnerships. Commit partners to in-kind, service, facility, or financial support to be provided.
- Request letters of support referencing the specific commitment being offered.
- As part of the application encourage partners, employers, and advisors to participate in BJT events.
- Engage advisory committee and key partners in the proposal review process.

5. Comments resulting in loss of evaluation points or failed applications -Mike Senew

Below is a compilation of evaluator comments, comments from Regional Coordinators and former grant recipients HMTRI has collected over the years. Comments are not all inclusive and may not apply to every application.

Community description

- Community involvement and notification, regarding proposed BJT project, is not discussed in detail.
- No discussion of public meetings, attendance records, and community roles in the development and composition of the BJT proposal.

- No discussion of social and public health issues.
- No discussion of Specific population to be trained.
- EJ issues are not discussed.
- Demographic data is provided but it is sporadic and not cohesive to understanding the relationships.
- Did not discuss specific environmental concerns as a result of the presence of Brownfields in the Community.
- Environmental, social, and economic issues not linked to impact of the presence of Brownfields in targeted area.
- Demographic stats are provided but no contrasting data (from state, county, city, or national stats) to show need.
- Demographic stats are provided but ineffective and is not drastically indicative of need.
- Sensitive population is not discussed.
- No discussion regarding outreach/recruitment to target specific populations, i.e., unemployed, underemployed, ex-offenders, etc. with justified need for training (unemployment stats).

Labor market demand

- Applicant failed to link labor market assessment to curriculum.
- Missing direct coordination with local employers.
- No employer survey is evidenced.
- Section does not refer to any direct surveys or polling of local employers. Job data by employment type sector concentration from table earlier years may not be current and relevant to year of application.

Recruitment and screening

- Physicals or vision screening associated with CDLs, or equipment operations are not discussed in detail, only mentioned.
- Screening requirements not discussed. Need to test for minimum grade and skill level. (Generally, 8th grade language and math skills are required for most programs, partner with the WIBs.
- No mention of drug testing in screening process or required minimum educational background prerequisites.
- No explanation regarding associated training costs or if student will be burdened with any fees.

Training

- Applicant's experience with delivery of training is vague and unclear. More detail is required on experience in training delivery.
- Applicant failed to discuss in detail delivery of life-skills and other non-environmental training (what partner will provide, where training will take place, how training will be funded (EPA funds cannot be used)).
- Student health and safety issues were not addressed specifically in proposal.
- Training cycles are unclear.
- Need more specifics on facility's health and safety procedures.
- Training and recruitment numbers are low in comparison with projected placement rate. (Focus should not be on training but rather on job placement.
- Certifications are discussed but no breakdown as to what certs are programmatic, state or federal. Need breakdown.
- Overall training number is too low, and no placement targets are provided.

Partnerships

- Applicants list some community organizations but grassroots/neighborhood organizations, labor organizations, fraternal organizations, public health, and medical community are not represented. (Must have community partners).
- Letters of support do not state roles and/or commitments only support.
- When included in proposal, ensure that key partners receive a copy of the proposal and letters of support, with project support, support role and level of commitment.

Leveraging

- No discussion of in-kind commitments with assigned monetary value.
- Very little leveraging with no discussion of plans how Applicant will generate additional funding.
- No value given to in-kind commitments and no letters of support to substantiate claim for in-kind commitments.
- Leveraging not addressed.

Outputs and outcomes

- No milestone or timeline provided.
- Outputs and outcomes not clear and do not easily link back to proposed work plan.
- No discussion regarding retention and attrition.
- Applicant failed to discuss how it will handle retention and attrition through case management.
- No discussion regarding Training facilities, especially access to facilities and transportation options.
- Proposal does not seem to have a targeted placement goal.
- Applicant did not address tracking program graduates.
- Program Sustainability after grant ends not discussed.

Placement

- Employers' commitment to hire is not discussed and no letters of support from employers (although employers were listed).
- No discussion regarding projected placement target.
- Hiring incentives not discussed.

Other Factors

- Other factors not addressed even though applicable.

6. EJ happenings and virtual meetings

Justice40/Environmental Justice and the NIEHS Worker Training Program (WTP)

NIEHS Environmental Career Worker Training Program (ECWTP) is proud to be included with the 13 programs prioritized by the Department of Health and Human Services (HHS) for the Justice40 Initiative that will help communities find relief from pollution and climate-related events impacting people's health. As part of the historic commitment to environmental justice, President Biden created the Justice40 Initiative to ensure that federal agencies deliver 40 percent of the overall benefits of climate, clean energy, affordable and sustainable housing, clean water, and other investments to disadvantaged communities. The ECWTP provides training to increase opportunities for individuals from disadvantaged and underserved communities to obtain careers in environmental cleanup, construction, hazardous waste removal, and emergency response. The ECWTP is a part of the broader Worker Training Program (WTP) which is located within the NIEHS Division of Extramural Research and Training. Authorized by the Superfund Amendments and Reauthorization Act of 1986 (SARA), WTP funds nonprofit organizations that have demonstrated experience with providing high-quality occupational health and safety training to workers who may be involved in handling hazardous materials or engaging in emergency response activities.

Important Links and Documents:

- [ECWTP 25th Anniversary Page](#)
- [Mitigating the Impact of Climate Change and Securing Environmental Justice Through Safety and Health Training](#) (2-page summary)
- [The Economic Impact of the Environmental Career Worker Training Program](#) (PDF)

National Environmental Justice Community Engagement Calls

Expanding the
Conversation



working for
environmental
justice

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.

July 19th, 2022 (2 - 4 pm Eastern)

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>

Nonprofit Know-How

July 20, 2022

1-2:30 pm Eastern

Registration required

Share strategies that these nonprofits use to address brownfields as part of their larger community revitalization efforts and Build capacity amongst different types of nonprofits to tackle brownfield issues. Join us for the second webinar featuring nonprofits who have received EPA [Brownfields Grants](#).

Featuring:

Barnaby Evans and Peter Mello, WaterFire Arts Center, RI

Julie Pezzino, Children's Museum & Theatre, ME

Jim Becker, Richmond Community Foundation, CA

[Register now](#)

7. In-person events

2022 National Brownfields Training Conference

Oklahoma City, OK

August 16-19, 2022

The National Brownfields Training Conference is the largest event in the nation focused on environmental revitalization and economic redevelopment. Held every two years, the National Brownfields Conference attracts over 2,000 stakeholders in brownfields redevelopment and cleanup to share knowledge about sustainable reuse

and celebrate the EPA brownfields program's success. Whether you're a newcomer or a seasoned professional, Brownfields 2021 offers something for you! Registration is now open.

For more information, please visit

<https://brownfields2022.org/>



The 27th Annual Florida Remediation Conference (FRC 2022)

Omni Orlando Resort at Champions Gate

Orlando, Florida

November 16-18, 2022

The Florida Remediation Conference (FRC) is one of the premier soil, air and water remediation conferences of the year. Though FRC started out as a Florida-centric event 26 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. For more information, go to:

<https://floridaremediationconference.org>

Call for Speakers!

Submission Deadline: July 15, 2022

We have issued a call for oral and poster presentation abstracts for the 27th Florida Remediation Conference which will take place on November 16-18, 2022, at the Omni Orlando Resort at Champions Gate (Orlando), Florida.

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

<https://floridaremediationconference.org/call-for-speakers>

8. 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. It is important to be on their contact list for conference calls and newsletters.

EPA Region 1

CT, ME, MA, NH, RI, VT

William "Bill" Lariviere

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EPA Region 2

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Schenine Mitchell

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EPA Region 3

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Gianna Rosati

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EPA Region 4

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Olga Perry

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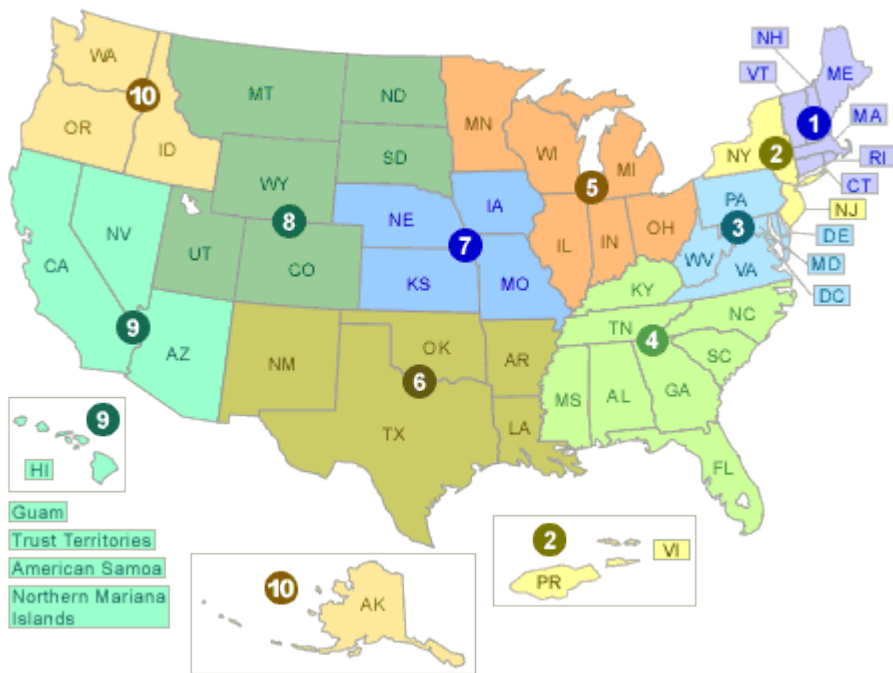
EPA Region 10

AK, ID, OR, WA

Angel Ip

Phone: (206) 553-1673

E-mail: ip.angel@epa.gov



9. Join us for the next Professional Learning Community ZOOM call July 13th

Join a conversation with EPA Brownfields Job Training grant recipients, alumni, and interested stakeholders. PLCs are scheduled every other week on Wednesdays, same time, regular PLC Zoom link.

Wednesday July 13th 2:00 p.m. Eastern

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 JT recipients. 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 email to: hmtri@eicc.edu.



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The US Environmental Protection Agency
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Environmental and Natural Resources Technology (eARTH)*