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Environmental Health Sciences

WORKER EDUCATION AND TRAINING PROGRAM

Brownfields Minority Worker Training Program



ACCOMPLISHMENTS REPORT

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INTRODUCTION

The Brownfields Minority Worker Training Program (BMWTP) broadens the Minority Worker Training Program (MWTP) to provide comprehensive training to disadvantaged residents and to foster economic and environmental restoration to communities impacted by brownfields. A separate report on the MWTP program is issued annually and can be found at <http://www.niehs.nih.gov/careers/hazmat/index.cfm>.

The following is a summary of the program's progress. Currently, there are four BMWTP awardees: OAI, Inc.; Center to Protect Workers' Rights; New Jersey/New York Consortium; and the Hazardous Materials Research and Training Institute. Since 1998, the BMWTP has successfully trained 2,751 students and secured employment for 1,840 or 67% of the graduates. The Brownfields awardees have done these while continuing outreach to other communities to provide this much needed training opportunities. Wages earned by these workers ranged from \$8.50/hour to an impressive \$35.00/hour. Trainees prior to entering this program were all unemployed or chronically under employed. Now these individuals are employed and giving back to their communities in taxes and community service.

During 2005-2006, the four BMWTP awardees provided in depth life skills and environmental training to 210 local residents in 11 Brownfields communities (Appendix 1). Those cities are Boston, MA; Baltimore, MD; East Palo Alto and Los Angeles, CA; St. Paul, MN; Kansas City, KS/MO; St. Louis, MO; El Paso and Dallas, TX; Glen Cove, NY; and Newark, NJ. Of these, 148 participants are now employed, a 68% employment rate (Appendix 2)! Overall, a total of 157 courses were offered providing approximately 83,819 contact hours of training. Courses included adult cardiopulmonary resuscitation (CPR), basic math, mold remediation, 40 hour Hazwoper and environmental sampling (Appendix 3).

During this period supplemental training was conducted in four communities impacted by Hurricanes Katrina and Rita. For the period of February 2006 – July 31, 2007, the WETP Awardees trained approximately 591 individuals under the Brownfields/MWTP Katrina Supplement. Training occurred in Louisiana in Shreveport, New Orleans, and surrounding parishes; and Port Arthur and Houston, TX. Of the 591 trained, 272 individuals trained by Dillard University were small business employees and community residents that needed training to assist in the cleanup of their communities. Job placement was not targeted for those individuals; however, Dillard tracked some of these trainees to determine the impact of this training. Of the remaining, a total of 319 individuals were trained by OAI, Dillard and CPWR and 219 individuals gained employment as a result of the training. An overall job placement rate of 69 % was achieved for this supplemental Katrina Training. The basic training program and the supplemental training are described separately in this report.

FUNDING UPDATE

The BMWTP, a collaborative effort between the NIEHS and the US Environmental Protection Agency (EPA) via an Interagency Agreement (IAG), has continued to promote the goals of the EPA Brownfields Program: "to work together in a timely manner to prevent, assess, safely clean up, and sustainably reuse brownfields." Support in the amount of \$2,000,000 for the period of September 1, 2005- August 30, 2006 from the US EPA was provided to the NIEHS to administer the program. NIEHS also received \$800,000 through the existing IAG to conduct and fund brownfields and minority worker training activities targeting Hurricane Katrina/Rita communities in Louisiana, Alabama, Mississippi and Texas during 2006.

What is a Brownfields?

As defined by the U.S. Environmental Protection Agency (EPA), Brownfield sites are "abandoned, idled, or under-used industrial and commercial facilities where expansion or redevelopment is complicated by real or perceived environmental contamination." It is estimated that there are more than 450,000 brownfields in the U.S. Cleaning up and reinvesting in these properties increases local tax bases, facilitates job growth, utilizes existing infrastructure, takes development pressures off of undeveloped, open land, and both improves and protects the environment.. Additional information on the Brownfields Initiative can be found at <http://www.epa.gov/brownfields>

PROGRAM ACCOMPLISHMENTS

THE CENTER TO PROTECT WORKERS' RIGHTS (CPWR)

CPWR administered the Brownfields Minority Worker Training Program (BMWTP) in cooperation with community-based organizations in Boston, MA, East Palo Alto, CA, Los Angeles, CA, and St. Paul, MN. These four cities comprise CPWR's BMWTP Consortium. The agencies serving as the lead agency for local implementation of the BMWTP are: JFYNetWorks-Boston, MA; Opportunities Industrialization Center-West, East Palo Alto, CA; Los Angeles Conservation Corps, Los Angeles, CA; and Merrick Community Services, St. Paul, MN. The specific aim of the CPWR program was to create career pathways targeting recruitment for unemployed, underemployed, and underrepresented minorities through delivery of comprehensive environmental and construction skills training. During this period, 97 individuals received training for a total of 49,638 contact hours of training with 79 of them employed in environmental and construction jobs at a 81% job placement rate. All 97 trainees graduated from the programs, and 79 students obtained jobs in various industries, such as lead abatement, asbestos abatement, carpentry, hazardous waste workers, carpenters, cement finishers, painters, environmental technicians, environmental samplers, lab technicians and laborers.



East Palo Alto BMWTP Program students built mockups of a home. Modules are assembled into a miniature house.

In summary, 36 were placed in environmental jobs, 36 construction and 7 other. As of July 31, 2006, goals were exceeded in all of the five criteria for the program- recruitment, training, placement, retention and effective utilization of community partners. 66 African American, 20 Hispanic, 8 Asian, 2 American Indian, and 1 Pacific Islander were trained. CPWR, in addition to extensive life skills and construction training provided via their local partners, provided 24 environmental courses to its BMWTP Consortium. Additionally, programs effectively established relationships with a significant number of other community organizations, private foundations, local building and construction trades and governmental agencies who supported the implementation of the programs.

Brownfields Minority Worker Training Program Results

City	# Recruited	# Goal to be Trained	# Trained	# Graduated	# Placed
Boston, MA	197	20	20	20	16
East Palo Alto, CA	200	25	27	27	22
Los Angeles, CA	52	25	25	25	23
St. Paul, MN	268	25	25	25	18
Total	717	95	97	97	79

Highlights for CPWR Program:

- Average wage earned among 79 job placements was \$15.82, with wages ranging from \$11.50/hour to \$35.00/hour.
- Recruitment efforts yielded more than 700 applicants for 95 training slots, clearly demonstrating the communities' interest in and demand for this training.

- Each of the BMWT programs effectively utilized its community partnerships, such as community advisory boards, to leverage resources to support training activities and job development.
- A private donor who heard about the ‘good works’ of the East Palo Alto BMWT students provided funds to purchase uniforms for students to wear during training.
- In the East Palo Alto program a private donor provided funding to pay journeyman entrance fees for 12 trainees to enter the Laborers Union at the journeyman level, enabling those new workers to earn \$25/hour, plus benefits. Because of the extensive and high quality of construction training provided by the BMWT, program graduates qualified as journeyman laborers with the union.
- East Palo Alto current and future graduates have opportunities to go to work on a major governmental contract. The San Francisco Public Utility Commission solicited graduates from the East Palo Alto BMWT to work on their multi-billion dollar Highway 280 renovation project. The Commission asked OICW, BMWT lead agency, to supply workers to contractors because they had heard from the contractor community about the quality of students coming from East Palo Alto BMWT.
- In East Palo Alto, students became part of a community-wide initiative to help build housing for needy families in San Mateo County. This initiative was part of a collaborative effort with Rebuilding Together (formerly Christmas in April).
- The Los Angeles Program benefited from interaction with the Workforce Investment Act (WIA) program. The WIA agency provided intake services for 76% of the BMWT students enrolled. Services included educational assessments, tutorial services, bus passes and tokens. Approximately 12 participants or 48% took advantage of WIA funding, which helped them with transportation issues, interview clothing and extra tool accessories.
- Los Angeles secured 22 of its 23 placements in the environmental field for its program graduates.
- The St. Paul Program initiated an After Care Program that expanded and enhanced its student tracking and job retention efforts; 100% of students were tracked but more significantly, all maintained employment for the entire period.
- Phalen Corridor Brownfields Initiative featured the St. Paul Program and Merrick Community Services, lead agency for the program, in its 2006 newsletter.



CPWR-BMWT students suited out in HW class.

OAI INC. CONSORTIUM (OAI)

The goal of the OAI Program is to provide sustainable employment, environmental awareness and stewardship in individual participants, and economic and environmental improvement for the community. It is designed to improve a students basic academic skills, life skills, safety and health awareness, while providing occupational skills training in environmental remediation, construction and related fields. The program prepared participants for career track positions, apprenticeships and entrepreneurship in the field.

The OAI Consortium conducted one program in Kansas City, Missouri and added a new program in Dallas, Texas. The Consortium includes many members who bring diverse backgrounds and expertise to the collaborative. OAI, inc., (OAI), located in Chicago, functions as the lead agency and has been successfully administering the program for over 10 years. Other partners include Era Environmental & Safety, Inc., (Era) a leading union signatory and WBE, a 10-year member of the Consortium. Excelsior Springs Job Corps (ESJC) is a subsidiary of the national Job Corps Training Program that recruits, houses, and trains at-risk youth. Central Dallas Ministries (CDM), a Dallas, TX faith-based workforce development and community development corporation, provides recruitment, screening, job placement and case management as well as in-kind operational space and student support services.

During this program year, the Consortium proposed the following objectives:

- Provide 12-week comprehensive training in the environmental remediation and construction skill tracks, train 50 underserved community residents and find employment for 35.
- Create sustainable community partnerships to provide support services in literacy, English as a Second Language (ESL), academic skills enhancement, childcare, transportation, peer/career counseling, job development and placement and follow-up.
- Contribute to the revitalization of Brownfields sites; foster economic and environmental restoration; and promote Environmental Justice (EJ), safety in the workplace, and healthy homes and communities.

The OAI programs in Dallas, Texas and Kansas City, Missouri reached out to 320 people, processed 195 applications, interviewed and further screened 154 eligible candidates who were invited to Try-Outs where they competed for 50 available training slots. Ultimately, 50 people meeting the criteria were enrolled in the trainings, which concluded in late June 2006. A total of 44 courses were offered including professional development courses (life-skills, employability skills, basic computer and GED preparation), and environmental and health and safety courses (HAZWOPER, lead/asbestos/mold remediation). Through these courses a total of 13,969 contact hours were generated. The program also provided ongoing counseling and case-management support, transportation, meals and physical examinations for employment. The Consortium met its enrollment goal and achieved a 72% program completion rate. Seventy-four percent (74%) of those enrolled in the program were either placed in employment during or immediately after training or went on to further education and college. Thirty six (36) or 72% of students completed all phases of the training. Of those enrolled, 27 are employed and 10 continued to receive further education and additional training such as building trades, or secondary education, and one entered a community college nursing program.

Era Environmental and Safety, Inc. conducted training for both cycles. The courses include: the *30-Hour OSHA General Industry Safety* and *First/Aid CPR* provided by Touchstone Safety; *24-Hour Lead Abatement Worker*, *16-Hour Mold Remediation*, *16-Hour Asbestos Operations and Maintenance* and *40-Hour HAZWOPER*. Students earned State of Missouri Lead Abatement Worker licenses. Trade skills, classroom and hands-on training was conducted by ESJC and accounted for 108 hours of hard skills training per cycle. A total of 21 courses were offered and generated a total of 8,610 contact hours for the program year. Of the 28 students enrolled, 25 completed all aspects of the training program. For the Dallas Program, a total of 23 courses were offered generating a total of 5,359 contact hours for 22 students. Eleven (11) students completed all aspects of training and received certification and recognition at the graduation ceremony held June 28, 2006 at North Lake College. The strengths of both programs are in the passion and commitment of staff, the willingness to apply lessons learned and the ability to build local support and leverage additional resources to enhance the program. Nonetheless, the programs faced several challenges.

Success Stories: Kansas City student Daniel Myers lived at home in a verbally and emotionally abusive environment prior to entering program. Daniel struggled in high school and enrolled in Excelsior Springs Job Corps when he realized that getting his GED and learning a technical trade was something he wanted to do for his career. Based on his determination and positive attitude while in Job Corps training, Daniel was nominated for the program by his career development specialist. In an essay on why he should be accepted into this program, Daniel wrote of his goal to own and manage his own rental apartment building as well as his own construction company. Daniel maintained perfect attendance throughout the program and excelled in the technical training hands-on portion. One week after graduation, Daniel was one of three students hired by Era Environmental and Safety, Inc., for a Hazmat cleanup project at Whitman Air Force base in Omaha, Nebraska making \$20.15/hr including benefits. Robyn Francis of Era supervised the project and stated that Daniel had the strongest work ethic and technical knowledge of the three graduates.

NEW JERSEY/NEW YORK HAZARDOUS MATERIALS WORKER TRAINING CENTER (NJ/NY CONSORTIUM)

This was the sixth year of the program of the NJ/NY Consortium. This program aims to provide training to economically disadvantaged individuals of color from the Newark, New Jersey metropolitan and Glen Cove, New York areas in environmental remediation and construction skills. The ultimate goal of the program is for students to complete training and to find, through the program's job placement assistance component, meaningful living-wage employment in these fields. The training partners for this consortium are the New York City District Council of Carpenters Labor Technical College (LTC) and the University of Medicine and Dentistry of New Jersey. The community-based partners are St. James AME Church/St. James Social Services Corp. of Newark and the Glen Cove Youth Board, a municipal agency of the City of Glen Cove. The program is headquartered at the New York District Council of Carpenters in Manhattan, with an administrative satellite office at 303 Washington Street in downtown Newark.



HazMat training at UMDNJ

Newark continues as the hub of the program due to its central location, extraordinary number of Brownfields designations, the highest unemployment rates in the metropolitan area, the percentage of the population at or below the poverty level, and the dearth of quality training alternatives. The recruitment process, conducted in partnership with two community based organization (CBO) partners, St. James AME Church/St. James Social Services Corporation (St. James), and the Glen Cove Youth Board, recruits through the penal system, low-income housing projects, veterans organizations, homeless organizations, GED programs and Adult Learning Centers, and labor department offices. It utilizes inter-agency agreements, in addition to using the door-to-door neighborhood-by-neighborhood approach. The outreach/recruitment effort was supervised by program coordinators.

The CBO partners interviewed 168 individuals from these underserved communities resulting in 68 qualified participants for the try-out phase. A total of 31 students advanced from the try-outs and entered the program. The students range in age between 18 to 44, with life histories both untouched as well as scarred by years spent in underserved communities. The 17 week training program continued to expand its computer literacy component and to integrate this into the job readiness component. Construction health and safety instruction continued to be offered by the LTC at Manhattan; environmental remediation courses are provided by UMDNJ at the School of Public Health facility in Piscataway, New Jersey. Hands-on shop instruction also is currently being taught in the LTC facilities by the same veteran instructors that have been conducting the course for several years.

Of the 31 students, 27 (87%) completed the program, a high retention rate. Courses ranged from a 5 hour financial literacy course to a 42 hour basic construction skills course. A total of 13,484 contact hours of training was conducted during this program year. A workshop on diversity awareness and one on conflict resolution, facilitated by the consultant, Michael Lythcott was added to the life skills course. The program also began a new partnership with Citibank/Citi Financial's Office of Community Relations to provide three financial literacy workshops. The program also enhanced its physical fitness course by adding five nutritional awareness workshops. The environmental justice program was enhanced by adding a full-day EJ workshop, also facilitated by Michael Lythcott, a series of EJ videos, and a full-day lecture and tour of the Gowanus Canal in Brooklyn, a contaminated waste site in a previously underserved community, but undergoing dramatic conversion to luxury housing and other amenities. Other instructional additions included OSHA-30, blueprint reading, and introduction to welding.

For their service/workplace learning component, the Newark program worked with Christmas in April, a program that is similar to Habitat for Humanity which seeks private resources to provide construction related assistance to individuals or communities in need. This collaboration with Christmas in April provided an opportunity for

the students to conduct demolition and reconstruction of low-income housing units at the Woodbridge Housing Authority in Woodbridge, NJ. The construction manager of this project is a representative from NJ Residential Carpenters, Local 119, who continues to be extremely impressed with the BMWT program and the students. Glen Cove students conducted a similar program working in a series of smaller community-based projects coordinated with the Mayor of Glen Cove's office.

Twenty four of the 27 graduates are employed. Fourteen are conducting hazardous materials work, seven are working in carpentry (six of which are in unionized positions), one is an electrical line installer/repairer working with the Con Edison electric company at \$16.95/hour, one is a locksmith, and one is in retail sales. Fruitful relationships have been forged over the past year with the Laborers union HAZMAT abatement locals in New York and New Jersey. Likewise, the program has relationships with other New York-based building trades unions and will work to place individuals in those fields, as well. Finally, the program works closely with several environmental staffing firms, such as Resource Options, Aero-Tek, Haz-Tek, Environmental Staffing, Inc, and Clean Harbors. Program coordinators also built relationships with other employers.

KIRKWOOD COMMUNITY COLLEGE'S HAZARDOUS MATERIAL RESEARCH AND TRAINING INSTITUTE (HMTRI)

HMTRI leads this consortium to conduct Brownfields training on behalf of two members of the Community College Consortium for Health and Safety Training (CCCHST): St. Louis Community College (SLCC) in St. Louis, MO; and El Paso Community College (EPCC) in El Paso, TX). CCCHST members are community colleges partnered with business and industry; universities; and community-based organizations offering a consistent and quality response to the national training need for qualified hazardous waste workers and emergency response personnel. The goals of this training program were to recruit, train, and obtain employment for 30 students enrolled in the training programs in St. Louis, MO and El Paso, TX with 15 students per training site. The programs specific aims were to:



Getting set up for HazMat training, HMTRI, El Paso TX

- Provide a minimum 240 hours of technical training per student per year to include skills in hazardous materials handling, site assessment, site health and safety, basic ecology and general construction as well as life skills training.
- Place an average of 70 percent of graduates annually in environmental jobs that provide family-sustaining wages, benefits, and the opportunity for advancement, track them for at least one year and provide continuing education in the environmental field including specialized technical courses and certification refresher courses.

SLCC formed several local partnerships to ensure the success of the project. Saint Louis University's Center for Environmental Education and Training (CEET) provided the technical training aspects of the program. CEET developed a six week (six modules) curriculum that focuses on the skills most likely required to assist an individual with no prior environmental or construction related experience. The first of these provided participants with a basic overview of the environmental industry and introduced them to the terminology that they would utilize over the entire course of the training program. The next four modules focused on specific skills, and participants were tested to ensure they fully grasped each concept introduced. The final module was a capstone course designed to reinforce the concepts taught in earlier modules and provided students with a first hand view of a Brownfield site in the St. Louis area.

In El Paso, the majority of the training was conducted by staff of the Environmental Health and Safety Technology Program at the EPCC. Sun City Laboratories in El Paso provided asbestos training. First Aid and CPR classes were provided by the continuing education department at EPCC. Students were also provided training in employment search skills, resume writing and interviewing skills, and received job search assistance during training and following completion of the course. Each student also registered with the EPCC's Job Placement Office.



Building containment during asbestos training, HMTRI, El Paso, TX

Under HMTRI, 32 students were enrolled in the St. Louis, MO and El Paso, TX training programs with 27 students completing training. At St. Louis, five students were enrolled in the first cycle of training which began on April 3 and concluded on May 12th. All five students completed the program. A second cycle of twelve students began on May 22 and was completed on June 30. Eleven of the twelve students completed the program and a total of 9 students were employed. At El Paso, one cycle of training began on June 19 and was completed on July 29, 2006. Fifteen students were enrolled and eleven completed the program. A total of 9 students were employed in El Paso. Overall 18 students were employed from both programs. For both program sites, a total of 29 courses were offered representing 6,728 contact hours of training.

St. Louis Community College – Of the 9 students employed, 3 were hired by environmental remediation firms working in the St. Louis area – all three were doing asbestos abatement work. Others were hired by Laborer’s Local 42 Union and a heating and cooling (HVAC) company that was looking specifically for an individual with an asbestos license from the State of Missouri because a good deal of their work involved projects requiring this expertise. The preliminary average rate of pay obtained was \$15.25 per hour. One individual was able to apply for membership with the Laborer’s Local 42 Union.

Employment for this first year Brownfields program under HMTRI was problematic. As a new program, there were start up issues regarding awarding of sub-awardee contractors, scheduling and completion of training so that students could compete for jobs during the peak hiring time for spring and summer employment. Because of these issues, job placement was low this year. Because of the start up delays and also poor job placement, NIEHS required that HMTRI formulate a corrective action plan detailing how these issues would be resolved. As a result of this corrective action plan that was submitted in November 2006, they have increased their original job placement from 10 to 18 students, started training earlier in the program year, and HMTRI has developed stronger reporting and administrative oversight of their training partners.

ADMINISTRATIVE SUPPLEMENTS TO TRAIN RESIDENTS AFFECTED BY HURRICANE KATRINA/RITA UNDER THE BROWNFIELDS AND MINORITY WORKER TRAINING PROGRAM

BACKGROUND

NIEHS received \$800,000 through the existing IAG to conduct and fund brownfields and minority worker training activities targeting Hurricane Katrina/Rita communities in Louisiana, Alabama, Mississippi and Texas during 2006. As a result of this funding, the NIEHS WETB published a notice of limited competition (NOT-ES-04-006) for administrative supplements to train residents affected by the hurricanes. The competition was limited to currently funded NIEHS Brownfields and Minority Worker Training Program awardees. The notice required the applicant to demonstrate the capacity within their existing training activities to further enhance workforce development activities for individuals affected by Hurricane Katrina by providing training and employment opportunities in Brownfields assessment and cleanup related work. For this supplement there were five areas of special consideration for training residents in the Hurricane Katrina Recovery Zone. These areas included: 1) recruitment of Katrina trainees; 2) development of partnerships with local training and support organizations; 3) development of training related to demolition, debris removal, mold remediation and cleanup operations; 4) development of training or re-training of workers for response to national disasters, cleanup and reconstruction efforts; and 5) development of training that is consistent with health and safety plans and priority cleanup activities of Katrina affected areas.

Requests were limited to \$400,000 in total costs; and support was limited to one year. Dillard University (Dillard), the Center to Protect Workers Rights (CPWR), and the Office of Applied Innovations (OAI) submitted applications in response to this notice. Upon receipt of the three applications, they were reviewed by NIEHS program staff for completeness and for responsiveness; and an administrative review of the applications by a panel of federal government reviewers occurred on December 19, 2005. The applications recommended for this supplemental award were based upon demonstrated ongoing training activities, and special consideration was given to consortia with well designed training activities that promote local partnerships in developing and coordinating training operations in the Gulf Coast states of Louisiana, Mississippi, Alabama, and Texas. Total costs requested were \$1,191,985. Training was purposed for New Orleans and surrounding Parishes in LA; Gulfport/Biloxi, MS; Mobile, AL; Houston, Port Arthur and Dallas, TX. In February 2006, three awards were made to OAI, Dillard and CPWR as indicated below.

NOT-ES-04-006 -Katrina Brownfields/MWTP Supplemental

Awardee	Grant #	Parent Total Cost	Total Cost Requested	Total Funded
OAI Inc.	2 U45 ES007850-11	\$1,940,390	\$391,985	\$310,000
Dillard Univ.	2 U45 ES010664-06	\$1,240,000	\$400,000	\$260,000
CPWR	2 U45 ES006185-15	\$3,764,108	\$400,000	\$230,000
Total			\$1,191,985	\$800,000

TRAINING RESULTS TO DATE

For the period of Feb 2006 – July 31, 2007, the WETP Awardees trained 591 individuals under the Brownfields/ MWTP Katrina Supplement. Training occurred in New Orleans, LA and surrounding parishes, Port Arthur and Houston, TX. Of the 591 trained, 272 individuals trained by Dillard University were small business employees and community residents that needed training to assist in the cleanup of their communities. Job placement was not targeted for those individuals; however, Dillard tracked these trainees to determine the impact of this training. Of the remaining, a total of 319 individuals were trained by OAI, Dillard and CPWR and 219 individuals gained employment as a result of the training. An overall job placement rate of 69 % was achieved for this supplemental Katrina Training. A description of training activities is below.

CPWR Brownfields Worker Training Program - Katrina Supplemental Funding New Orleans, Louisiana

CPWR received supplemental funding in the amount of \$260,000 for their Katrina Gulf Coast program in Mobile, AL and Gulfport/Biloxi, MS. Difficulty in bringing the program partners together was encountered due to the hurricane damage to infrastructure. In particular, the Building Trades Councils, partners of CPWR, continued to struggle with issues such as housing, local contractors getting contracts for cleanup and a myriad of other significant issues. CPWR requested carryover to permit the implementation of the proposed training plans for Mobile and Gulfport/Biloxi; however, because CPWR was still experiencing difficulties in starting the training, NIEHS requested a corrective action plan to be submitted to address these concerns in order to approve their continued funding. NIEHS requested the following:

1. a write-up of your corrective plan of action;
2. a Timeline for the plan of action with training to be completed by December 31, 2006; and
3. a detailed budget outlining how the funds will be utilized.

After review of the corrective plan submitted by CPWR, NIEHS approved their request to carryover the funds and change their training to target their activities to New Orleans and surrounding parishes. Because the New Orleans MWTP successfully implemented the same scope of activities proposed under the Katrina Supplemental for Biloxi and Mobile, it was felt that the need for and ability to train 25 additional residents of various parishes of Louisiana could be implemented within the timeframe suggested by NIEHS for extension of the Katrina

supplemental grant. An implementation schedule for Katrina training, using a truncated version of the New Orleans MWTP, was developed to commence in August and end in December 2006. Twenty-five residents from various Louisiana parishes were to receive environmental and construction safety training and job search assistance. The CPWR, through its program partner the Louisiana Regional Council of Carpenters, implemented the Katrina Worker Training Program in August 2006.

Recruitment: Through linkages created with other Building Trades Unions, the La. Regional Council of Carpenters marketed the training through three citywide job connections employment fairs as well as set up information tables at large franchise home improvement stores. Additionally, the New Orleans’ Jobs One program, which is the city’s Workforce Investment Act clearinghouse agency, referred trainees and the program utilized its Advisory Committee to spread the word. Having just completed training of residents through the MWTP, program graduates also referred trainees. A total of 75 applicants completed applications. **Enrollment and Training:** Through two (2) training cycles of Tracks 1 and 2 fifty-three (53) residents from New Orleans and its surrounding parishes were trained. Track 1 provided environmental training with direct deployment to jobs, and Track 2 provided the environmental training complemented by the construction skills training. Program graduates had the option to seek training and employment in either environmental remediation cleanup or the construction industry.

Employment: A total of 53 Katrina-impacted residents were trained. Sixty-two (62%) percent of the trainees completed Track 1 training; and thirty-eight (38%) percent completed Track 2 training. Fifty-three (53) residents of New Orleans and its surrounding parishes received 5,446 contact hours of training. Forty-two (42) of the 53 trainees were placed in jobs, achieving a 79% placement rate. Twenty-one (21) trainees obtained environmental jobs, primarily asbestos abatement; 10 trainees went to work in construction; and 9 obtained other types such as janitorial and clerical work. One trainee went to work for the La. Recovery Commission as a clerk.

The environmental contractors that hired recent graduates from the Katrina Supplemental Funding are as follows:

Contractor Name	Type of Work
Phillips and Jordan	Construction
V.Keller	Construction
NEIE	National environmental firm
ECC	National environmental firm
ES&H	National environmental firm
Go Tech	National environmental firm
Stewart Contracting Services	Local construction contractor
Person’s Contracting	Local construction contractor
Freeman Decorating	Tradeshow contractor

OAI Brownfields Katrina Supplemental Training - New Orleans and surrounding parishes and Shreveport, Louisiana and Houston and Port Arthur, Texas

Under the original Katrina-EPA proposal, the OAI Consortium proposed to train 250 persons, but modifications to the final award resulted in \$310,000 being awarded to train 210 displaced Gulf Coast residents to assist in the cleanup and revitalization of their devastated communities and place 70% of the enrollees in employment. As a result of the two training cycles, OAI trained 219 individuals with 182 completing training and 162 employed for a job placement rate of 74%.

By July 31, 2006, the OAI Consortium conducted their first cycle of training working in partnerships with Make Ready, Inc. in Houston and the City of Port Arthur. 93 participants were recruited of which 62 completed the coursework and 42 were placed in employment. The shortened grant year, and the fact that the partnerships were new contributed to programs starting and ending significantly later than would have been desirable. As a result, job placements had just begun to materialize at the end of the program year and continued well into FY 2006-2007. In the following months, 9 additional participants obtained jobs for a total of 51 participants employed. Summary of this training is found a below.

Location: Site Partner	Enrollment	Completion	Placement
Port Arthur, TX: City of Port Arthur, TX	67	48	44
Houston, TX: Make Ready, Inc. (MRI)	26	14	7
Total	93	62	51

–Houston, Texas First Cycle

OAI met with EPA’s Region 6 Brownfields Department and reached out to the city’s Department of Environmental Protection, numerous community-based and social service agencies, and the office of the Honorable Sheila Jackson Lee with regard to OAI conducting supplemental BMWT programs in Houston. Make Ready, Inc. (MRI), a sub-awardee in the MWT-Houston program for outreach, recruitment and support services utilized several community networks that provide a number of services to the targeted population. Contact was made with at least 200 residents who expressed an interest in the BMWTP. 32 applications were received; 17 were selected to participate in the first cycle of training and 9 were selected for the second cycle. Ongoing recruitment efforts were made between the first and second cycles with the same results. Of the 26 students enrolled in the training, 14 completed training. A total of 7 students have been placed in employment including work as a laborer, maintenance worker, and tank cleaner.

–Port Arthur, Texas First Cycle

The OAI Consortium enlisted the Port Arthur Brownfields Management Department as the local area collaborator to provide program coordination and administration. The city’s Brownfields Manager, Doris Gill, was named Program Coordinator for the city’s Katrina-related BMWT project. OAI met with EPA’s Region 6 Brownfields Department, the City Manager (signatory on all contracts), the City of Port Arthur’s Department of Public Works, the Texas Workforce Commission (TWC), and the city’s Brownfields Manager with regard to OAI conducting a supplemental BMWT Program in Port Arthur, Texas. Recruitment efforts attracted over 200 applicants, most from the West Side, bordering many of the city’s Brownfields sites. The city enrolled a total of 67 students through three cycles of training. The City of Port Arthur, Lamar College, Texas Workforce Commission and Port Arthur Economic Development Corporation (PAEDC) provided substantial in-kind materials and resources important to the success of the program. Those in-kind services included transportation, recruitment and outreach, \$10,000 in support services, space to conduct training, incentives of \$150, supplies for trainees such as boots, safety glasses, and flame retardant clothing, personal counseling, life skills training, case management, job fairs and other job



OAI, Inc. job training class, Port Arthur Texas

placement support. The Technical Training (Environmental Health and Safety) and site-specific construction skills training were conducted by AGS Environmental and Lamar Collage. Students were offered *40-Hour HAZWOPER, Basic Plus, NIEHS Katrina/Rita Site specific training, CPR/First Aid, Mold Awareness, Fire Guard, Construction Hands-on training and the OSHA 10 Construction Safety.*

In Port Arthur, 67 students enrolled: 48 completed the program and 44 obtain employment in jobs directly related to training including environmental technicians, safety attendants, confined-space entry workers, and pipe fitters; one is employed with a medical insurance company; and one is employed in security.

A second cycle of training occurred August 2006-July 31, 2007 with an additional 90 students targeted for training. The program objectives for this cycle were to:

- Enroll 85-90 displaced Gulf Coast residents in Shreveport, LA; Houston, TX; Port Arthur, TX; and Dallas, TX in professional development and technical training courses modeled after the B/MWTP, where applicable.
- Provide job placement and case-management services to all enrollees, achieving a minimum 70% placement rate.
- Create diverse community-based partnerships to provide students with support services including literacy improvement, English as a Second Language (ESL), academic skills enhancement, childcare, transportation, incentives/stipends, peer coaching/career counseling, job development, placement and follow-up.
- Contribute to cleanup and revitalization efforts, foster economic and environmental restoration, and collaborate with local government and private businesses in affected locales in Louisiana and Texas through the creation of a pool of trained workers able to use new skill sets and training.

With the additional training, the new training numbers indicated an additional 126 have been trained with 111 employed for a job placement rate of 88% for the second round of training for OAI. See summary of second cycle below.

2006-2007 Program Outcomes by Location/Site Partner

Location/Site/Partner	Enrollment	Completion	Placement
Shreveport, LA -Southern Univ. at Shreveport (SUSLA)	9	8	8
Houston, TX - Make Ready, Inc (MRI)	20	18	18
Port Arthur, TX - City of Port Arthur, TX	40	37	28
New Orleans, LA area - OAI, Inc (OAI)	57	57	57
Total	126	120	111

-Dallas, Texas Second Cycle

OAI has worked closely with Central Dallas Ministries (CDM), engaged the US EPA Region 6 and been assisted by FEMA's local area field staff. Forums were conducted with local area partners including the Texas Workforce Commission and two mega churches for assistance in outreach and recruitment. These endeavors over the past months have yielded no results. CDM did not begin training due to the low recruitment numbers. The OAI Consortium requested unspent monies be redirected to support training in the New Orleans area.

–Shreveport, Louisiana Second Cycle

Southern University at Shreveport (SUSLA) is an experienced employment and training provider with a solid job placement track record, having been a two-time recipient of funding under the EPA Brownfields Job Training Program. Despite intensive efforts to recruit eligible participants from December 2006 to April 2007, the program was having difficulty overcoming the recruitment challenges, as were the three other programs. While remaining committed, SUSLA renegotiated with OAI for a reduction in the number to be served from 15 to 10 and sought OAI's guidance on shortening the training program to offer courses that would lead to immediate employment. In April, the program conducted intake, assessment and orientation and enrolled nine students in the program. A 24-Hour Life-Skills course was also conducted in April. Eight of the students were unemployed and one was underemployed prior to entering the program. Four have high school diplomas and five do not. With the exception of one Caucasian, the remaining eight are African Americans, and all are males. Participant ages range from 26 to 58, with an average age of 40.

The program provided OSHA 10 hr., Construction safety, Fall Protection/Ladder Safety and Trenching and Shoring courses in May. The National Safety Council and SRP Environmental provided technical training. Upon completion of the technical training courses, eight students were placed in employment. Seven have been working as general laborers/construction helpers at Jacksons, LLC, a woman-owned construction company, making \$7.00/hour, and one student is working at Altec Environmental earning \$12.00/hour as an Industrial Demolition Worker. Both employers are based in the Shreveport area. The program also provided transportation assistance; on-going mentoring, career counseling and post placement follow up. To increase job retention and improve opportunity for job promotion, students are provided with case management support and are encouraged to constantly upgrade their skills by enrolling in additional training while working.

–Houston, Texas Second Cycle

Make Ready, Inc., (MRI) met its goal of enrolling 20 Katrina/Rita displaced residents in two training cycles. The BKAT-Houston Training Program was tailored to meet the needs of local area employers. Technical training offerings included: *40-Hour HAZWOPER, Basic Plus, 10-hour OSHA, Lead Abatement, Asbestos Abatement, 8-Hour DOT and First Aid/CPR*. Although MRI successfully identified, assessed, and accepted 10 candidates for its first round of training that began in December 2006, only two students actually enrolled and completed the BKAT Training Program. The remaining 8 moved back to New Orleans, reunited with family members in other states or found immediate employment. Both students who completed the training were placed: one with AAR, Inc., as a Lead/Asbestos Remover making \$5,280 per month and the other with Center Point Energy as a Meter Reader making \$8.00 per hour.

Because of the difficulty that MRI experienced in recruitment and retention for its first round of training, the agency revised its plan and partnered with the Association of Community Organizations for Reform Now (ACORN), the nation's largest community organization of low- and moderate-income families working together for social justice and stronger communities. The ACORN Katrina Survivors Association is the first nationwide organization of displaced New Orleans residents and other Katrina survivors. Emile Guidry, Executive Director of Make Ready, solidified the partnership with ACORN, the Urban League and other community-based organizations to gain direct access to Katrina displaced residents.

Working with ACORN, MRI continued recruitment through March 2007 for a second cycle of training. To keep candidates motivated and engaged until the training began, the program conducted weekly phone calls and onsite meetings. A total of 18 students were enrolled in Cycle II, which began on April 9, 2007 and ended on May 11, 2007. All 18 completed training and received the technical certifications listed above. With the two cycles combined, 20 students were enrolled, all 20 completed technical training and 18 were placed in positions directly related to training. Integrated Services, an environmental remediation company based in Texas, hired 16 graduates for a project with Exxon Mobile in Beaumont, TX. The positions included Hole Watch and Hole Watch Supervisor making \$14.00 to \$18.00 per hour. One student secured employment with AAR as a Lead/Asbestos Abatement Worker and one student is working with Center Point Energy as a meter reader.

–Port Arthur, Texas Second Cycle

The City of Port Arthur partnered with Lamar College and the Industrial Safety Training Council (ISTC) to conduct the training component of the BKAT-Port Arthur program. Texas Workforce Commission (TWC) and the Port Arthur Economic Development Corps (PAEDC) provided support services to trainees. Lamar College developed a 96-hour training program in response to the workforce needs of two area companies—BECON/Bechtel, Inc. and Fluor, Inc. Graduates of this customized program acquired the necessary skills to become helpers for masons, carpenters, and painters at companies involved in massive redevelopment and expansion projects, which began in the summer of 2007.

The 96-hour training course included basic safety, construction math, hand tools, power tools, blue print reading, basic rigging, communication and employability skills training. In addition to the Lamar course, the ISTC provided training in *Fireguard*, *Basic Safety Plus*, and *Scaffolding*. These are the skill areas most in demand by oil refineries and environmental/construction companies hiring in the Port Arthur area. To ensure that all unemployed and underemployed candidates have equal access to the program, training was offered in three blocks of time—morning, afternoon and evening.

PAEDC provided a \$200 incentive bonus to each trainee who successfully completed the program. Prior to acceptance into the program, applicants had to pass a drug screening test. The City of Port Arthur provided its own funds for the initial drug screening, while TWC provided recruitment services, placement assistance and TABE testing. Lamar College and the City of Port Arthur have developed a strong relationship with BECON/Bechtel in an effort to ensure placements for program graduates. BECON/Bechtel representatives attended every orientation and graduation. Their involvement throughout the training process and their commitment to hire graduates was a motivator for both the program partners and participants. Because of the overriding demand for a workforce to conduct community rebuilding, coupled with funds redirected from Shreveport, the program surpassed its original benchmarks by enrolling 40 students rather than the targeted 30, graduating 37 and placing 28. Of the 28 total placements, BECON/Bectel hired 17 as Electrical Helpers, Pipe Fitters, Laborers, and Equipment Operators making \$12.00-\$22.00 per hour. Job placement data is summarized in the table below:

Number of Students Placed	Title	Company	Pay (per hour)
13	Electrical Helper	BECON, Inc	\$12.65-\$14.95
1	Rigger Helper	BECON, Inc	\$18.75
1	Laborer	BECON, Inc	\$12.00
2	Pipe fitter Helper	BECON, Inc	\$14.95
1	Insulator Helper	A&L Industrial	\$14.00
1	Equipment Operator	LNG Plant	\$22.00
1	Carpenter Helper	Dupont	\$12.00
1	Laborer	Jacob's Construction	\$11.00
2	Laborer	CB&I Industrial	\$12.00
1	Equipment Operator	Chevron Refinery	\$12.95
1	Plumber Helper	Disc Hydro Blast Co.	\$11.00
1	Data Entry	PA Housing Authority	\$9.00
1	Laborer	Enrolled in Associate Degree program in Instrumentation with Lamar College/working part time in construction	\$10.00-\$15.00
1	Current Fast Track Enrollment	Guaranteed placement with BECON once additional training is completed	\$12.00-\$14.95

Using leveraged funding from TWC, graduates who completed all the technical courses offered under BKAT were given an option to further enroll in one of the 9-12 week *Fast Track Training* programs through Lamar College; 12 graduates chose to enroll for this additional training. *Fast Track Training* included specialization in Electrical, Pipefitting, Rebar/Laborer/Scaffolding, Concrete and Welding.

–New Orleans Area, Louisiana Second Cycle

OAI's local partners in New Orleans continued to face the challenge of recruiting victims of Hurricanes Katrina and Rita. Having delivered training in New Orleans under the HWWT Katrina Program, OAI was aware of the job market situation in the construction and remediation industry that constantly shifted; contracts awarded often stopped without notice. Therefore, OAI concentrated its efforts on building solid partnerships with:

- The New Orleans Worker Resource Center (NOWRC) supported by the Laborers International Union of North America (LIUNA) and the Service Employees International Union (SEIU)
- Employers: Zimmer-Eschette, Insulation Technologies, B&B Fire & Safety, and EE&G Management Services
- Recruitment sources: Volunteers of America, Catholic Charities and various faith-based groups

Throughout the program year, OAI worked closely with local field coordinator, Ralph LeBlanc, and local training provider, Mendez Environmental, to assist with recruitment and to keep abreast of current local events and the changing work environment.

OAI also shifted the program design to build in more flexibility in the training delivery to meet the needs of the workforce. Based heavily on input from collaborating employers, OAI narrowed the intended target group to include New Orleans residents who:

- have worked but have been laid-off or are dislocated because of frequent work stoppages
- have received training but because of lengthy lay-off periods will require refresher courses to be recertified for work.
- are working but are at risk of losing their jobs because of skill deficiencies.

As a result of these activities, 75 individuals were screened for training and 57 enrolled into 15 courses, generating a total of 1,916 contact hours. All 57 were placed in jobs or reentered the workforce with partner companies. Depending on the needs of the employer, training courses were selected from a menu of offerings that included *Life-skills, 40-Hr. HAZWOPER, Lead Abatement, Asbestos Abatement, OSHA 10, Safety and Hazardous Awareness for Oil Industry (Basic Plus), Basic Construction (tools, rigging, blue prints, fire guard, scaffolding, etc.) and CPR/First Aid.*

Dillard University Deep South Center for Environmental Justice – HBCU Consortium (Dillard)

The Dillard University HBCU Consortium conducted training for individuals in New Orleans and Houston, TX in a plan that addressed more than just the disaster - it was designed to build the long term earning capacity of the young, under-employed residents of the affected areas. The program included a tiered training plan of no more than 6 weeks of basic skills and no more than 4 weeks of technical training for 50 students in Houston, TX. The technical training included 40 hr Hazwoper, asbestos, lead, mold, and construction. The New Orleans training plan focused on training residents who were starting small remediation businesses. These new business owners would be conducting mold remediation, an area in which they had no previous experience or training, in an effort to support their families and return home. The goal was to train a total of 50 small business employees with 20 of these employees trained in 40 hr Hazwoper. Additionally, 50 community residents and 50 employees received

general hurricane disaster training. In the first component starting in early 2006, Dillard conducted this training in partnership with the United Steel Workers (USW). Approximately 11 courses were offered for 272 individuals representing 3504 contact hours of training as follows in the next page:

2 courses	Hazardous Waste Worker (40 Hours)	36 trained
2 courses	Mold Remediation (24 hours)	56 trained
7 courses	Health & Safety Training for Devastated Communities (4 hours)	180 trained

In the second component, a modified training program was developed to train displaced Katrina residents for entry into the environmental and construction fields hopefully allowing them to return and clean up their own communities. The goal of this collaboration with Dillard and Texas Southern University (TSU) was to implement a training plan designed to provide basic skills, construction and environmental training to twenty (20) trainees. An additional thirty (30) trainees, deemed work-ready because of their previous work histories, would receive hazardous waste worker and mold remediation training as a preface to possible immediate employment.

Four cycles of training was conducted for 47 participants in 14 courses representing 4508 contact hours of training. The courses included: Mold Remediation, Hazardous Waste Worker, Basic Construction, Environmental Preparation, Life Skills, Job Readiness and Mentoring and Career Guidance. Of the 47 students, 15 students went to work. Jobs ranged from forklift operator/operating engineer at \$11/hour to laborer at \$6.50/hour. The overall placement rate for the Dillard Houston program was 32%. Houston presented unique challenges because of its size and the fact that the displaced residents from New Orleans do not reside in any particular geographical area, but are spread across the huge metropolis. In addition, Houston is an urban area that has poor public transportation as compared to that of pre Katrina New Orleans. These new residents have had an adjustment to a city in which the working population must have access to automobiles, as traversing such a large area via bus is not a practical option when there is a time constraint. Many trainees started the program and dropped out because of transportation challenges they were unable to overcome.

APPENDICES

Appendix 1

NIEHS/EPA Brownfields Minority Worker Training Program: Total Training for Budget Period 09/01/2005-08/31/2006

Awardee	Courses Completed	Students Trained	Contact Hours
Center to Protect Workers' Rights	67	97	49,638
OAI, Inc.	44	50	13,969
HMTRI Kirkwood Community College	29	32	6,728
University of Medicine and Dentistry of New Jersey	17	31	13,484
Total	157	210	83,819

Appendix 2

NIEHS/EPA Brownfields Minority Worker Training Program: Awardees and Target Communities for Budget Period 09/01/2005-08/31/2006

Awardee	Number of Communities	Number of trainees	Brownfields Communities	Job Placement Rates
Center to Protect Workers' Rights	4	97	East Palo Alto, CA; Los Angeles, CA; Boston, MA; and St. Paul, MN	81%
OAI, Inc.	2	50	Kansas City, MO and Dallas, TX	54%
Hazardous Materials Training and Research Institute	2	32	St. Louis, MO and El Paso, TX	56%
University of Medicine and Dentistry of New Jersey	3	31	New York City, NY; Glen Cove, NY; Newark, NJ	77%
Total	11	210		68%

Appendix 3

NIEHS/EPA Brownfields Minority Worker Training Program: Summary of Type and Number of Courses for Budget Period
09/01/2005-08/31/2006

COURSE NAME	NUMBER OF COURSES
16 Hour Disaster Site Worker	3
Adult CPR	5
Asbestos Abatement Supervisor	2
Asbestos Abatement Worker Basic	9
Asbestos Awareness	1
Basic Construction Skills	13
Basic Electrical Training	1
Basic First Aid	7
Basic Math Skills	11
Basic Reading/Writing Skills	3
Basic Superfund Site Worker	13
Basic Welding Skills	2
Blueprint Reading	2
Business Communications	2
Computer Skills	6
Confined Space	4
Environmental Justice	1
Environmental Preparation	3
Environmental Sampling	4
Environmental Technician	5
General Industry Safety	4
General Construction Safety	5
Lead Abatement Worker Basic	9
Life Skills	12
Mentoring/Career Guidance	11
Microbial Remediation: Mold and Mildew	8
Physical Fitness	5
RCRA TSD Site Worker	1
Rigging and Signaling	1
Scaffold	1
Site Worker Refresher	33
Total	157

Appendix 4

Brownfields Yearly Funding Summary Per Awardee
 NIEHS/EPA Brownfields Minority Worker Training Program: Funding Summary for Budget Periods 09/01/1998-08/31/2006

Awardee	09/01/1998 Award	09/01/1999 Award	09/01/2000 Award	09/01/2001 Award	09/01/2002 Award	09/01/2003 Award	09/01/2004 Award	09/01/2005 Award	09/01/2006 Award ¹	Total
Center to Protect Workers' Rights	\$1,350,000	\$1,350,000	\$853,769	\$879,386	\$1,005,748	\$800,000	\$800,000	\$1,020,358	\$987,651	\$9,046,912
Clark Atlanta University ²	\$590,000	\$590,000	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$1,180,000
Laborers-AGC Education and Training	\$390,000	\$400,000	\$638,262	\$611,197	\$530,936	\$395,000	\$395,000	N/A	N/A	\$3,360,395
HMTRI										
Kirkwood Community College ³	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$303,770	\$305,073	\$608,843
OAI, Inc.	\$670,000	\$670,000	\$440,141	\$448,485	\$429,468	\$284,000	\$284,000	\$325,719 ⁴	\$335,489	\$3,887,302
University of Medicine & Dentistry of New Jersey ⁵	N/A	N/A	\$502,084	\$504,652	\$509,281	\$371,000	\$371,000	\$350,153	\$365,400	\$2,973,570
Xavier University ³	N/A	N/A	\$565,744	\$556,280	\$524,567	\$350,000	\$350,000 ⁵	N/A	N/A	\$2,346,591
Total	\$3,000,000	\$3,010,000	\$3,000,000	\$3,000,000	\$3,000,000	\$2,200,000	\$2,200,000	\$2,000,000	1,993,613	\$23,403,613

¹ Current budget period 09/01/2006 – 08/31/2007

² Last year in the BMWTP as a primary awardee

³ First year in the BMWTP

⁴ Awardee Name Change from National Puerto Rican Forum to OAI, Inc.

⁵ Last year in the BMWTP

Appendix 5

NIEHS/EPA Brownfields Minority Worker Training Program: Eight-Year Summary of Training

Year	Students Trained	Placed in Jobs	Percentage of Students Placed in Jobs
1998-1999	406	263	65%
1999-2000	440	275	63%
2000-2001	329	232	71%
2001-2002	341	208	61%
2002-2003	344	247	72%
2003-2004	280	218	78%
2004-2005	308	213	69%
2005-2006	210	148	68%
Total	2,658	1,804	68%

Appendix 6

NIEHS/EPA Brownfields Minority Worker Training Program: Demographics for Budget Period 09/01/2005-08/31/2006

Students	210					
Age	<u>18-25</u> 90	<u>26-35</u> 67	<u>36-45</u> 34	<u>46-55</u> 14	<u>56+</u> 5	
Ethnicity	<u>Black</u> 144 (69%)	<u>Hispanic</u> 39 (19%)	<u>Asian</u> 8 (4%)	<u>American Indian</u> 4 (2%)	<u>Pacific Islander</u> 1 (0%)	<u>Other</u> 14 (7%)
Gender	<u>Male</u> 186 (89%)			<u>Female</u> 24 (11%)		
Education	<u>HS Diploma</u> 139 (66%)		<u>GED</u> 39 (19%)		<u>No GED</u> 32 (15%)	
Un Or Under Employed¹	<u>Un</u> 155 (74%)			<u>Under</u> 55 (26%)		

¹ Employment status at entry into the program

Appendix 7

NIEHS/EPA Brownfields Minority Worker Training Program: Eight-Year Summary of Students Trained Per Awardee

Awardee	1998-1999	1999-2000	2000-2001	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	Total
	Students Trained	Students Trained	Students Trained	Students Trained	Students Trained	Students Trained	Students Trained	Students Trained	
Laborers-AGC Education and Training	20	20	79	70	66	90	80	N/A	425
Center to Protect Workers' Rights	270	250	102	134	106	86	104	97	1,149
OAI, Inc.	75	126	60	53	98	22	23	50	507
Clark Atlanta University ¹	41	44	16	N/A	N/A	N/A	N/A	N/A	101
HIMTRI Kirkwood Community College ²	N/A	N/A	N/A	N/A	N/A	N/A	N/A	32	32
Xavier University ²	N/A	N/A	42	49	44	45	42	N/A	222
University of Medicine and Dentistry of New Jersey ²	N/A	N/A	30	35	30	37	59	31	222
Total	406	440	329	341	344	280	308	210	2,658

¹ Last year in the BMWTP as a primary awardee

² First year in the BMWTP

Appendix 8

NIEHS/EPA Brownfields Minority Worker Training Program: Eight-Year Summary of Employment Per Awardee

Awardee	1998-1999	1999-2000	2000-2001	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	Total
	Total Emplmnt	Total Emplmnt	Total Emplmnt	Total Emplmnt	Total Emplmnt	Total Emplmnt	Total Emplmnt	Total Emplmnt	
Laborers-AGC Education and Training	15	13	46	38	48	61	40 ¹	N/A	261
Center to Protect Workers' Rights	166	154	83	78	84	75	87	79	806
OAI, Inc.	62	89	37	33	57	16	14	27	335
Clark Atlanta University	20	19	9 ¹	N/A	N/A	N/A	N/A	N/A	48
HMTRI Kirkwood Community College ²	N/A	N/A	N/A	N/A	N/A	N/A	N/A	18	18
Xavier University University of Medicine and Dentistry of New Jersey ²	N/A	N/A	34	35	39	38	37 ¹	N/A	183
Total	263	275	232	208	247	218	213	148	1,804

¹ Last year in the BMWTP as a primary awardee

² First year in the BMWTP

Appendix 9

NIEHS/EPA Brownfields Minority Worker Training Program: Percentage of Students Placed in Jobs for Budget Period 09/01/2005-08/31/2006

Awardee	Students Trained	Placed in Jobs	Percentage of Students Placed in Jobs
Center to Protect Workers' Rights	97	79	81%
OAI, Inc.	50	27	54%
Hazardous Materials Training and Research Institute	32	18	56%
University of Medicine and Dentistry of New Jersey	31	24	77%
Total	210	142	68%

Appendix 10

NIEHS/EPA Brownfields Minority Worker Training Program: Summary of Awardees and Training Partners 09/01/2005 - 08/31/2006

Awardee	Partners	Brownfields City	Type of Program
Center to Protect Workers' Rights		Silver Spring, MD (headquarters and local city programs in Salt Lake, St. Paul, E. Palo Alto and Los Angeles)	Building and Construction Trades
	University of Massachusetts, Lowell	Lowell, MA	University
	Jobs for Youth Networks	Boston, MA	Non-profit Training Organization
	Suffolk University	Boston, MA	University
	Polaroid Corporation	Boston, MA	Company
	ROI, Aerotek	Boston, MA	Environmental Employer
	Clean Harbors	Boston, MA	Environmental Employer
	Aerotek	Boston, MA	Environmental Employer
	GZA GeoEnvironmental	Boston, MA	Environmental Employer
	Millennium Pharmaceuticals	Boston, MA	Environmental Employer
	Environmental Business Council of New England	Boston, MA	Professional Industry Group
	Merrick Community Services	St. Paul, MN	Community Based Organization
	St. Paul Port Authority Training Program	St. Paul, MN	Building and Construction Trades
	Cement Masons, Plasterers, and Shophands Local JATC 633	St. Paul, MN	Union
	Gateway Corridor Brownfields Office	St. Paul, MN	City Governmental Agency

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Twin Cities Carpenters JATC	St. Paul, MN	Union
St. Paul Building and Construction Trade Council	St. Paul, MN	Union
Los Angeles Conservation Corps	Los Angeles, CA	Community Based Organization/Non-profit
Joint Apprenticeship Trust Local Union 5	Los Angeles, CA	Union
Community Centers Incorporated	Los Angeles, CA	Non-profit Organization
City of Los Angeles Community Development Department	Los Angeles, CA	City Agency
L.A. Country Gain & Grow Programs	Los Angeles, CA	City Agency
Joint Apprenticeship Trust-Insulators and Asbestos Workers	Los Angeles, CA	Union
Aerotek Environmental	Los Angeles, CA	Environmental Employer
I.Q Personnel	Los Angeles, CA	Employment Agency
Camp Dresser & McKee	Los Angeles, CA	Environmental Training Firm
City of Los Angeles Environmental Affairs Department	Los Angeles, CA	City Agency
Healthy Homes Collaborative	Los Angeles, CA	Contractor
Environmental Detectives, Inc.	Los Angeles, CA	Contractor
Opportunities Industrialization Center West	East Palo Alto, CA	Community Based Organization/Non-profit
U.S. EPA Regional 9	East Palo Alto, CA	Federal Agency
Laborers Union Local 389		Union
Community Resource Center	East Palo Alto, CA	Community Based Organization
Redevelopment Agency of East Palo Alto	East Palo Alto, CA	City Agency
First Source Hiring	East Palo Alto, CA	Employment Agency
Free at Last	East Palo Alto, CA	Community Based Organization
DAYTOP Village	East Palo Alto, CA	Community Based Organization
REBRAC	East Palo Alto, CA	Environmental Testing Contractor
Carpenters Local 217	East Palo Alto, CA	Building and Construction Trades
Local Electrician' Union	East Palo Alto	Union
Champion Drywall System	East Palo Alto	Company

OAI, Inc.

Chicago, IL

Non-profit Organization

Era Environmental and Safety	Independence, MO	Environmental Training and Abatement Company
Excelsior Springs Job Corps	Kansas City, MO	Non-profit Organization
Central Dallas Ministries	Dallas, TX	Faith-based Community Based Organization

BROWNFIELDS MINORITY WORKER TRAINING PROGRAM ACCOMPLISHMENTS REPORT

University of Medicine & Dentistry of New Jersey	New Brunswick, NJ	University
New York District Council of Carpenters Labor Technical College	New York City, NY	Labor/Apprenticeship
Glen Cove Youth Board	Glen Cove, Long Island, NY	Workforce Investment Organization
St. James A.M.E. Church	Newark, NJ	Faith-based Community Based Organization
St. James Social Services Corporation	Newark, NJ	Community Based Organization
Hazardous Materials Training and Research Institute	Cedar Rapids, IA	Community College
El Paso Community College	El Paso, TX	Community College
Sun City Laboratories	El Paso, TX	Environmental Training and Abatement Company
Saint Louis University's Center for Environmental Education and Training	St. Louis, MO	University
St. Louis Community Collage	St. Louis, MO	Community College
St. Louis Hispanic Chamber of Commerce	St. Louis, MO	Chamber of Commerce