

# **NIEHS/EPA Brownfields Minority Worker Training Program**

**Period Covered: Sep 1, 2000 - Aug 31, 2001**

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## 1 SUMMARY AND HISTORY OF PROGRAM

As part of the Department of Health and Human Services commitment to the Brownfields National Partnership Agenda, the National Institute of Environmental Health Sciences (NIEHS) provided support for the establishment of the Brownfields Minority Worker Training Program (BMWTP) targeting the Showcase Communities and other Brownfields Demonstration Pilots across the U.S. The strategy of this initiative is to broaden the NIEHS Minority Worker Training Program (MWTP) to include a new component on Brownfields Worker Training, addressing the need for a more comprehensive training program to foster economic and environmental restoration of these sites.

### The Minority Worker Training Program Model

The Minority Worker Training Program was established in September 1995 to provide a series of national pilot programs to test a range of strategies for the recruitment and training of young persons. These are individuals who live near hazardous waste sites or in a community at risk of exposure to contaminated properties with the specific focus to obtain work in the environmental field. This new pilot program represents a broad geographic spread and reaches several urban populations in high-risk contaminated areas. These environmental career-oriented projects are developed within the context of other social and health needs of the community. The different programs provide pre-employment job training including literacy, life skills, environmental preparation, and other related courses in construction skills training; environmental worker training including hazardous waste, asbestos, and lead abatement training; and safety and health training. Some training also includes enrollment in apprenticeship programs for construction and environmental remediation worker training. In addition, particular focus is placed on establishing a program of mentoring. This program helps to enhance the participants problem solving skills, understanding of individual self-esteem, and team work in the application of technical knowledge to environmental and related problems.

The MWTP just completed its sixth year of training through six programs at the Center to Protect Workers' Rights (CPWR), Xavier University (Xavier), Jackson State University (JSU), DePaul University (DePaul), Laborers-AGC Education and Training Fund (Laborers-AGC), and the University of Medicine and Dentistry of New Jersey (NJ/NY Consortium). Over the past six years 1,984 young minority adults have been successfully trained in worker health and safety training for construction and environmental cleanup. For the six-year summary, of the 1,984 students trained, 1,274 trainees are employed representing an overall job placement rate of 64%.

### Brownfields Scope

Cleaning up the nation's hazardous waste sites is an enormous undertaking, requiring the efforts of millions of workers and hundreds of billions of dollars. Recently though, there has been a new surge of cleanup activities which are assumed to be less intensive. Brownfield sites involve more than just the cleanup of hazardous waste. They represent the coming together of many factors -- environmental, economic, community empowerment, and environmental justice among them. As defined by the U.S. Environmental Protection Agency (US 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." In June 1995, GAO estimated that there were between 130,000 and 450,000 Brownfield sites that will cost more than \$650 billion to clean up. Others have estimated that there are currently 500,000 or more Brownfield sites across the United States and that the cost to clean up these sites is \$600 billion. Additional information on the Brownfields Initiative can be found at <http://www.epa.gov/brownfields>.

The need for specific health and safety training for workers at the various sites across the U.S. that require remediation/cleanup is great. The scope of environmental and public health risks identified at Superfund

and other hazardous waste sites ranges from contaminated soil and air to hazardous exposures throughout the food chain. Due to the different types of sites and the regulations that require cleanup of these sites, the degree of training for workers in these surrounding communities represents an economic as well as environmental challenge; therefore, focused workforce development initiatives are required. The NIEHS Brownfields Program has met this challenge and continues to broaden their reach in training disadvantaged people of color in Brownfields communities. Additional information on the complexities of training requirements regarding brownfields and environmental cleanup can be found in the NIEHS Brownfields report entitled: "HazMat Cleanup, But More" at <http://www.niehs.nih.gov/wetp/program/brownfields.htm>.

## 2 BROWNFIELDS SHOWCASE COMMUNITIES

With the first entry into Brownfields job training in 1998, the NIEHS awarded, through an interagency agreement with the US EPA, \$3 million for the development of brownfields environmental job training programs targeting people of color at 11 of the 16 Brownfields Showcase Communities. The 11 communities are:

- Lowell, MA
- Chicago, IL
- Kansas City, MO
- Baltimore, MD
- Eastward Ho!, FL
- Dallas, TX
- Los Angeles, CA
- East Palo Alto, CA
- Portland, OR
- St. Paul, MN
- Salt Lake City, UT

As a result of these first awards, cities have united their economic redevelopment efforts with NIEHS job training programs resulting in comprehensive work plans tailored to meet local needs. Examples of these combined efforts include the following:

### Lowell MA

In first years of the Lowell program, coordinated by University at Massachusetts at Lowell and Laborers-AGC, the Showcase city continues to be active in its involvement in job training. With the assistance of the Mayor's office and the Brownfields Showcase Coordinator, the program interacted with various city and county offices as well as EPA regional operations. Throughout the training program, students attended meetings in different parts of the university, used the library and other facilities, and participated in laboratories on campus, so that the University was seen much more as part of their community. The program provided the students with access to community leaders. A press conference held to kick off the program was attended by U.S. Congressman Marty Meehan, EPA Region 1 Coordinator John deVillars, the University Chancellor, and the Mayor of Lowell. In addition, there were tours of Brownfield sites in Lowell narrated by a representative of the city's Department of Planning and Development, Lowell's EPA-assigned Brownfield Showcase Coordinator, and the project manager for the city's two major Brownfield rehabilitation projects - the Tsongas Arena and LeLacheur Stadium. A tour of a nearby superfund site, Charles George Landfill in Tyngsboro, MA, included thorough descriptions of the site history, the remediation process, and the on going sampling/monitoring program presented by the EPA and the U.S. Army Corps of Engineers. Additional field trips for the Environmental Technicians included visits to the EPA Laboratory, a private laboratory (Hygeia), a local Brownfield site to observe core drilling, and the city's wastewater treatment plant. Students were also taken to various environmental laboratories at the university and spent several sessions at the university library using the Internet and reference resources available to the public. Due to the extensive interactions in the first two years and the specialized two tier training approach –

construction/environmental remediation worker and environmental technician tracks, the Laborers-AGC program was very successful with an employment rate of 70%.

#### Miami Dade- Eastward Ho

This site was coordinated by the Miami-Dade Community Action Agency (CAA) under Clark Atlanta University. The students attended four educational field trips which consisted of: (1) a tour of Brownfields sites in the process of redevelopment, (2) a tour of the Charles Deering Estate which has been turned into an environmental park, (3) a trip to the Hemispheric Center for Environmental Technology at Florida International University, and (4) a tour of the Florida Everglades National Park. Students also participated in several community service activities. One of the community service activities consisted of a fun day on the beach where the students helped to restore the native plants and wildlife. The Miami-Dade Transit Authority provided students with bus tokens for transportation to and from the program site. The Miami-Dade CAA Transportation Department donated a van to transport participants to field trips. Ten computers and a computer instructor were donated to CAA to be used in the program. With this program, the local advisory board for the training program was actively involved in all activities. The advisory board members were key supporters of this program, in particular the following: Daisy Castro, C.A.A. Director, Support Services Division and other CAA staff; Terry Manning, Brownfields Coordinator, South Florida Regional Planning Council (SFRPC); Mark Mimick, Federal Program Manager, SRFRC; Margaret Silva, Brownfields Coordinator for DERM; and Leola Jenkins of the Bass-Dillard Neighborhood Issues and Prevention, Inc.

#### East Palo Alto, CA

Collectively with involvement from the Center to Protect Workers' Rights, Opportunities Industrialization Center West (OIC-W), the City of East Palo Alto, U.S. Environmental Protection Agency Region IX, the Building Trades Council of San Mateo County, and DePaul University, this partnership recruited people of color who currently live near or within the Brownfields designated Ravenswood Industrial Area of the City of East Palo Alto, California to a Pre-apprenticeship Training Program. Training was conducted in OIC-W's new 6,050 sq. ft. training facility. Last program year OIC-W, in partnership with Mission College, was trying to develop the curricula for Mission College's proposed environmental laboratory technology training. In order to create an effective program at Mission College, a Technical Advisory Committee was formed to look at Mission College's curriculum, assist in amending it to more adequately reflect the job market activities while enhancing the relationship with the College. The Mission College/Regional Environmental Business Resources and Assistance Center (REBRAC) provided the environmental technician training for the third cycle of Project Build students. OIC-W's partnership with REBRAC has afforded those students who have taken advantage of this program the opportunity to gain skills as Environmental Technicians and embark upon new careers other than construction.

The construction training component included the following subject areas: construction, safety and math, measurement and layout, stationary and portable power tools, hand tools, framing (wood and metal), fundamentals of plumbing and electrical. In addition to providing the specific training, OIC-W provided instruction in coping skills, career counseling and job search techniques through the Jobs Now Program. OIC-W also involves the clients in a Basic Skills Brush-up program that includes GED preparation and improvement in math and reading skills. For those clients who require it, OIC-W provides an English as a Second Language (ESL) program that primarily focuses on reading and writing skills. An area that OIC-W feels is particularly noteworthy is the Instrumental Enrichment component taught by Dr. James T. Kinard on critical thinking skills. Because of the highly at-risk client base served by OIC-W, Dr. Kinard's session, a highly motivational one designed for this high at-risk client base, dramatically improves the critical thinking skills of the participants and is intrinsic to their success and the overall success of the program. Hazardous waste training courses are provided through DePaul University. Two asbestos and two lead courses were provided by the CPWR. OIC-W had interaction with Brownsfield's officials during meetings with Mayor

Sharifa Wilson, Vice Mayor Duane Bay, Redevelopment Division Manager Ricardo Noguera, Project Manager Hamid Gami with the Redevelopment Agency and Job Coordinator for the First Source Hiring and Director Employment Program Enterprise Foundation, Martin Bega. Overall, OIC-W has met the goals of the program and has been successful in serving a hard to serve population. The program serves a target group that was predominantly unemployed at the time of registration. Many had criminal histories and many are welfare recipients who are required to go to work or enter a training program. Some of the students' English skills are limited and require translation of the curriculum from other students.

### **3 CURRENT COOPERATIVE AGREEMENT AWARDS**

For the period of September 1, 2000 to August 31, 2005, the NIEHS made five new awards for the EPA/NIEHS BMWTP. Awards are made to non-profit organizations with a demonstrated track record of providing occupational safety and health education. Grants are awarded for a project period with funding provided annually from consecutive appropriations. Applications are accepted in response to a solicitation notice in the National Institutes of Health Guide to Grants and Contracts. These cooperative agreement awards are to be used to develop pre-employment and work-related training programs for minority workers, with particular focus on mentoring activities.

The awardees for the BMWTPs' are listed below.

- Center to Protect Workers' Rights
- DePaul University
- Laborers-Associated General Contractors Education and Training Fund
- University of Medicine and Dentistry of New Jersey
- Xavier University of Louisiana

The current BMWTPs' focus on the development of specialized MWTPs that provide training to disadvantaged residents surrounding the over 300 Brownfields Assessment Pilots as listed by the US EPA, not just the Showcase Communities. Major program goals are:

- Use the MWTP as a model to train and recruit community members for environmental job training opportunities associated with brownfield sites across the country.
- Establish collaborative programs in the form of partnerships and sub-agreements with the Brownfields Assessment Demonstration Pilots to promote this initiative on the local level. There must be evidence of partnership with organizations specifically in the Brownfields Pilot Communities. A complete listing of eligible Brownfields Pilots with descriptions of each program can be found at <http://www.epa.gov/swerosps/bf/pilot.htm#assess>
- Provide training for up to five Brownfields pilots under one application.
- Recruit minority program participants from all age groups.
- Ensure that actual training activity occurs in close proximity of the Brownfields Pilot Community such that extensive travel funds are not incurred for the purposes of administering the program.

### **4 2000-2001 PROGRAM HIGHLIGHTS: PROGRESS TO DATE**

For this report, the period of training covers September 1, 2000 to August 31, 2001. The funding for this period is provided by interagency agreement for the Fiscal Year 2000 and provides funding to the NIEHS in

support of the Congressional mandated activities in Superfund worker training programs, specifically the BMWTP. The total funds provided by the US EPA to NIEHS were **\$3,000,000**. With the \$3M, NIEHS provided funds for training activities for five awardees. Funding per awardee since 1998 is summarized in Appendix 1. The five awardees, Center to Protect Workers' Rights (CPWR), Clark Atlanta University (CAU), Xavier University (Xavier), DePaul University (DePaul), and the Laborers-AGC Education and Training Fund (Laborers-AGC) provided training to **329** local residents in the 18 Brownfields communities as indicated in the chart below. This increases our number to **1,175** trainees receiving services with a 66% employment rate over the past three years as indicated in Appendices 2-3. The number of trainees at these sites has increased due to aggressive recruiting by several programs. Of the 329 trainees, 232 are employed, at a 71% employment rate; 81% of the trainees are male; 70% are Black/African American; and most are between 18-35 years of age. This information is summarized in Appendix 4.

### Brownfields Minority Worker Training Program Awardees and Target Communities

Awardee	Number of Communities	Brownfields Communities	Job Placement Rates
Center to Protect Workers' Rights	5	East Palo Alto, CA and Los Angeles, CA; Salt Lake City, UT; St. Paul, MN and Portland, OR	81%
Xavier University	3	New Orleans and Shreveport, LA & Atlanta, GA	81%
Clark Atlanta University	1	Eastward Ho, FL	56%
DePaul University	3	Kansas City, KS/MO; Baltimore, MD; and East St. Louis, MO	62%
University of Medicine & Dentistry of New Jersey	3	New York City and Glen Cove, NY; and Newark, NJ	77%
Laborers-AGC Education and Training Fund	3	Lowell, MA; Boston, MA; Detroit, MI	58%

Each of the programs were successful in building strong collaborative relationships with the Brownfields Community and other organizations working within their target area. (See chart on collaborations in Appendix 5.) There were changes with this program this year. New Awards were made to Xavier University, which will continue their productive relations with CAU. CAU received a no cost extension under their award to finish their program in the Eastward HO, FI showcase community program. A detailed description of each of the programs can be found below. In addition to the descriptions, specific data on program employment and contact hours are vital pieces of information in determining the effectiveness of the training programs. For the BMWTP, approximately **125,988** contact hours of training were performed with **197** courses offered. Workers were trained in all regions except for Region 10 as described in Appendices 6-7. Several of these courses were broader in scope than the MWTP with several programs offering two distinct tiers or tracks of training; one in environmental technology and one in construction training. Other programs added specific courses related to construction and cleanup efforts such as Trench Protection, Principles of Pipe Laying, Mason Tending, and Microbial Remediation. This diversity in training opportunities was powerful in assisting trainees to become more marketable in the environmental and construction community.

#### 4.1 DEMOGRAPHICS AND PLACEMENT DATA



Over the years, several programs demonstrated their ability to develop new diverse relationships on a national basis and thus recruit qualified workers throughout the country. New relationships developed this year include the Laborers-AGC with the Detroit Works Partnership and DePaul University with Neighbors United for Progress. Regarding job placement, there were several programs with exceptional job placement this year: CPWR (81%), NJ/NY Consortium (77%), and Xavier (81 %). See Appendix 8-9 for a three-year summary of job placement rates for all programs. In addition, awardees reported salary and wage rates of trainees in the range of \$6 -\$36 hour as indicated in Appendix 10. Highlights from all of the programs are described in this report.

#### **4.1.1 DePaul University (DePaul)**

The training goal of the BMWTP at DePaul was to train 45 individuals and place at least 75% into jobs. The DePaul program trained 46 students in Kansas City and Baltimore, and an additional 14 students were trained in East St. Louis, MO. This brings the total number of trainees to 60 for this fiscal year. The total job placement rate was approximately 62% for the overall BMWTP with 37 trainees employed. Over 10,000 contact hours of instruction were delivered to the trainees this year and more than 700 hours were taught in courses such as lead abatement, Hazardous Waste Operations (HAZWOPER), asbestos abatement, and underground storage tanks.

##### Kansas City, Missouri Program (KC Program)

DePaul along with Era Environmental and Safety (Era) and Putz Consulting (Putz) provided technical and life skills training to students. Two cycles were conducted in Kansas City with the first round enrolling 16 students and the second round enrolling 12 students. A total of 28 students from a variety of ethnic backgrounds in the Kansas City and Independence, Missouri areas were trained. DePaul contracted the outreach effort for the KC Program to Putz, a small local organization that provides employment services and computer training to unemployed individuals. Putz provided life skills and computer training and assisted with the logistics of the KC Program. Era conducted the lead and asbestos training and DePaul provided the HAZWOPER, underground storage tank, confined space, and lockout tag-out courses. Era is a woman owned environmental training and abatement company located in Independence, Missouri. Era has been a part of the DePaul consortium since 1998.

##### Baltimore, Maryland Program

The Alice Hamilton Occupational Health Center (AHOHC) in Silver Spring, Maryland coordinated the Baltimore Program. AHOHC, a non-profit organization incorporated in the District of Columbia for over fifteen years, plays a significant role in occupational and environmental health issues, both locally and nationally. The AHOHC is particularly active in asbestos, lead paint abatement, and hazardous materials training and in the development and implementation of adult education methodologies in safety and health training. The AHOHC places special emphasis on reaching minority and other underserved workers in the environmental remediation and removal field, including those that have special literacy needs.

With guidance from the Advisory Board, AHOHC targeted the training site of the Russell Street Corridor and Montgomery Park because a needs assessment indicated that this area had the highest potential to employ students. Potential applicants underwent interviews and assessments, and the program began on April 2 with a total of 18 students enrolled. With the support of Paul's Place and the Washington Village Center, training occurred in West Baltimore within a one-mile radius of the anticipated job sites. Paul's Place is a charitable organization that provides food, clothing and support services; the Washington Village Center is a career support center in West Baltimore area.

AHOHC conducted the environmental training while Washington Village provided the job preparation component and DePaul conducted the Instrumental Enrichment training. The program began with environmental justice and environmental preparation training. In addition, one week of general construction safety and job preparation training was provided as well as lead worker training, fall protection, and the Asbestos Contractor Supervisor course. In the final month of training, students received Instrumental Enrichment (IE), first aid/CPR and the 40-hour HAZWOPER course.

#### East St. Louis, IL Program

DePaul received carryover dollars to launch its training in the East St. Louis area in July 2001. A total of 27 students were trained in East St. Louis of which 14 were BMWT participants. DePaul began its program in East St. Louis in July 2001 along with its partners, Neighbors United for Progress (NUP) and Southwestern Illinois Community College (SWIC).

NUP is a non-profit, civic organization that assists low and moderate-income persons with marketable skills training, leadership seminars/workshops, and various counseling services. Since 1995, the NUP operated from within the Calle Boyd Community Center in East St. Louis. NUP performed the outreach and recruitment in the community and screened over 50 individuals. SWIC operates its Adult Education Department on two campuses in the East St. Louis area with one of those campuses being East St. Louis Community College Center. Life skills training was conducted at the East St. Louis Community College Center, where the college provided assistance with the initial selection and testing of students (Test for Adult Basic Education) along with two weeks of intensive instruction. For the 14 students, the interview component included a questionnaire about the students' academic history and personal interests. The questionnaire proved to be valuable in deciding how to communicate with each student and in helping them receive the technical training throughout the program.

The life skills training at SWIC included Introduction to Computers, the Internet, GED Review of Math, Computer Keyboarding and Job Skills/Job Readiness. Starting with the fourth week, training was held at Neighbors United for Progress with Instrumental Enrichment (IE) training conducted by DePaul. During the weeks following, Lead Abatement, HAZWOPER, and Underground Storage Tank courses were offered. Of the 14 students trained in East St. Louis, all were African American ranging from 26 to 51 years of age. There were 11 males and 3 female students. Eight students had high school diplomas, four had GEDs, and two did not have a high school diploma or a GED. Upon entering the program, 12 students were unemployed and 2 were underemployed. Four trainees are now employed in environmental and/or construction jobs, and four are employed in other industries.

#### **4.1.2 Laborers-Associated General Contractors Education & Training Fund (Laborers-AGC)**

Now in its third year of program implementation, the Laborers-AGC Brownfield Minority Worker Training Program (BMWTP) expanded to reach community residents in three brownfield communities: Lowell, Massachusetts; Boston, Massachusetts; and Detroit, Michigan. The Lowell and Boston programs are managed and facilitated by the University of Massachusetts at Lowell along with their sub-contractors. The Detroit program is jointly managed and directed by the Detroit Works Partnership, the Laborers-AGC affiliated training fund, and the Michigan Laborers Training Institute (MLTI). All programs provided comprehensive training to disadvantaged residents of color living in surrounding brownfields communities. Training focused on improving basic academic skills, life, safety and health, environmental remediation, and construction job skills.

This coordinated effort produced a total of 79 trainees between the three programs with various levels of environmental remediation and construction job skills. A total of 20 individuals were trained in Lowell and

Boston, and 40 were trained in Detroit. Overall, the BMWTP exceeds the program goal of 45 by 34 trainees or 76 percent. Training surpassed last year's training total of 20 by 59 trainees or 295 percent. The program allowed Laborers-AGC to be involved in giving community residents the opportunity to gain skills that helped them clean up and improve abandoned or idle environmentally contaminated properties in their communities while improving their own economic independence through employment. Salaries range from \$24,960 to an impressive \$62,401 annually as indicated in Appendix 11. Of those employed, 16 (or 41 percent) are employed in the environmental industry. Still another major accomplishment is that nine graduates are members of local unions in their area, and five graduates from the Lowell program are indentured into the Laborers Construction Craft Laborer (CCL) Apprenticeship Program. The CCL Apprenticeship Program allows for mentoring and lifelong education and training along a broad career path.

All program retention rates are over 65 percent. Forty-six or 58 percent of all trainees are employed, 26 in Detroit and 20 in Lowell and Boston with 50 percent of all workers employed in the environmental industry. Twenty-five graduates are members of local unions in their respective areas with five apprentices in Lowell.

#### Massachusetts (Lowell and Boston) Program

Two programs are run in Massachusetts through the University of Massachusetts Lowell (UML). Both are titled, Environmental Justice On Brownfield Sites (J.O.B.S.) in Lowell and Boston, respectively. The program in Lowell offers two tracks- environmental remediation/construction and environmental technician. The program in Boston, which is directed by Jobs for Youth Boston as a subcontractor to the University, prepares participants for careers as environmental technicians. A total of 39 individuals were trained in these programs. The Lowell program began with 19 participants, 9 construction and 10 environmental technician trainees. Of these, 6 construction and 8 environmental technician participants completed the program. The Boston program ran two cycles of 10 students each that offered job skills training in hazardous waste worker, environmental technology and environmental sampling. Six students completed each cycle for a total of 12 graduates. Eleven of the Lowell and 9 Boston graduates gained employment for a total of 20 graduates employed with 5 apprentices in Lowell.

#### The Lowell Program

The Lowell program consisted of one 14-week cycle. An instructor from Lowell Adult Education provided the basic skills training for the construction group. Customized training in construction and environmental concerns was provided at different levels. This system was advantageous, allowing each student to progress at his or her own rate. Two students passed the GED exam by the end of the program. Another trainee with advanced skills was assigned to research and present a lesson related to the environment for the rest of the class. He led a 90-minute presentation on the disaster in Bhopal, complete with facts, figures, quotes, a video, and discussion questions. All students received the following training: 40 hours of Job Readiness, 28 hours Introduction to the Environment, 40 hours Hazardous Waste Site Worker Training, 40 hours Lead Worker, and 40 hours Asbestos Worker. Track I, construction trainees also received 105 hours Basic Skills/GED, 25 hours Computer Skills, 40 hours Introduction to Construction, 80 hours General Construction, and 40 hours On-site Internship. The Introduction to Construction was a new addition to the program, conducted by Laborers-AGC at their training center in Hopkinton, Massachusetts. The program introduced the trainees to various aspects of construction work and was almost entirely hands-on. The program included tool recognition and use, scaffold construction, use of pneumatic tools, and use of road-clearing equipment. For Track II, environmental technicians received 90 hours Environmental Chemistry, 60 hours Environmental Math, 35 hours Business Communication, 35 hours Computer Skills, and two weeks of On-site Internship.

A 40-hour "Introduction To Construction" course was added for construction students as a result of evaluation responses from previous graduates which indicated that more hands on training was preferred.

The course, given by Laborers-AGC at their Hopkinton, MA training center, was a combination of Laborers-AGC construction courses and related curricula. Conducted one week prior to their on-site internship, the course gave trainees an overview of construction work and hands-on experience with a number of construction activities. Hands-on activities included concrete placement, trenching, ground compaction, and use of portable power tools such as cut-off saws and chain saws. Trainees also built a simple scaffold and drove Bobcats, scissor lifts, and aerial forklifts. Classroom topics included basic health and safety, what to expect at a construction site, the importance of timeliness and a positive attitude, and how to deal with foremen. This course differs from the regular 80-hour General Construction course, since it is a brief overview designed to give primarily hands-on experience. The scaffold building, for example was a builder course only. During the General Construction course, trainees received the full builder and user program, the OSHA 10-hour course, and a much more in-depth equipment training. The introductory course was designed by the Laborers Training Center, in consultation with the UML, specifically for the Environmental J.O.B.S. program.

Students enrolled in the environmental technician program benefited from a two-week internship. Each student was assigned to a particular company or agency, where he or she had the opportunity to do both field and lab or office work. For example, one trainee worked on Computer Aided Design (CAD) drawings of the sites he had assisted in sampling. Assignments included the EPA Region 1 Laboratory, Lowell Wastewater Treatment Plant, UML Environmental Health and Safety department, and the environmental consulting firms of Roy F. Weston, Inc., TRC, and Leggett, Brashears, and Graham. Internships were assigned and monitored by the program's job developer at Coalition for a Better Acre (CBA), the University's primary community partner in Lowell.

While some laboratories, field trips, and group activities changed, the Environmental Technician program remained essentially unchanged. The UML Industrial Hygiene Laboratory of the Work Environment Department conducted one new laboratory class. Students calibrated a personal sampling pump, charted and calculated a standard concentration baseline for lead, determined the concentration of an unknown lead sample, and used an atomic absorption spectrophotometer to take measurements. They also measured oxygen, lower explosive limit, sulfur dioxide, and carbon monoxide concentrations using a multi-cell direct-reading monitoring device.

#### Involvement of Brownfields & Business Community

A number of board members contributed directly to this training program. For the third consecutive year, Tom Galligani organized a Brownfields bus tour of Lowell; and Carol Tucker, in a separate session, discussed the City's Brownfields plans. Dale Weiss of TRC spoke at one of the Business Communication classes about what he looks for in a resume and the qualities of a good environmental technician. He was involved in suggesting appropriate graduation gifts for environmental technicians to use while working in the field. Matthew Robbins of Leggette, Brashears and Graham (LBG) spoke at the student orientation session about what environmental work is like. He discussed the excellent progress of Environmental J.O.B.S. graduate, Peter Lopez, who is taking CAD courses at company expense and is currently the company's CAD expert. Following the May Advisory Board meeting, new board member Don Schulze of GZA Environmental had his company immediately contact the Job Developer about interviewing program graduates for open positions. John Noble and Alan Benevides of SECOR, the environmental firm that will be conducting the assessment work for Lowell's newest Brownfield project in the Jackson-Appleton-Middlesex area, attended the graduation ceremony and spoke to students about brownfield job opportunities later this summer. James Merloni III, of the Laborers-AGC Training Center in Hopkinton, Massachusetts, worked closely with UML and CBA project staff throughout the program. He designed and conducted a hands-on construction skills assessment session for all potential program trainees prior to their acceptance into the program.

### Job Placement in Lowell

In the past there has been difficulty placing construction graduates as laborer apprentices. While graduates found employment, it was largely in non-union jobs. This year, a concerted effort was undertaken between the New England Laborers and UML to assess the students as they proceeded through the program, to place them in locals, and to have jobs waiting for them when they graduated. The Laborers training coordinator and the Massachusetts apprenticeship coordinator worked closely with Environmental J.O.B.S. staff throughout the program. Graduates were automatically accepted into the apprenticeship program, a great improvement over the previous lengthy application, interview and screening process. As a result, all construction graduates had the opportunity to begin work as union members and apprentices within two weeks of graduation. Five of the 6 construction track students joined the apprenticeship program. Three of them did so well at their jobs that they were increased from apprentice wages of \$14.50 per hour to journeyman's wages of \$21.75 per hour. Since graduation, one construction graduate has purchased a home in Lowell. He took advantage of a homebuyer-counseling program run by CBA and a special mortgage rate for first time homeowners.

Two Lowell graduates were hired for environmental jobs as field technicians and another as a laboratory technician in a wastewater testing lab. One environmental technician graduate, a Colombian woman, made great improvements in her conversational English and her self-confidence through ESL training during the program. Previously a housekeeper, she applied for and landed a management position in the housekeeping department of a large hotel, earning \$15 per hour.

### **Trainee Success Stories**

Previous Environmental J.O.B.S. graduates are succeeding in their new careers. One young woman was on welfare, living in public housing with her young son when she started the program. She wanted to be a construction worker, although she had no previous experience. She was recruited as a carpenter apprentice and has been working at brownfield sites and on public housing projects for over a year. She has done so well that she was promoted to the next apprenticeship level ahead of schedule, and has recently moved out of public housing and into her own home -- a lifetime dream. In fact, three 2000 graduates and two 1999 graduates have purchased homes in Lowell since completing the program. They have been able to take advantage of a first time home-buyer program run by CBA (partner in Environmental JOBS program). Two 1999 graduates are still working at UML's Environmental Health and Safety Office, and are assisting in helping the University develop its environmental management system, collecting sorting, storing and disposing of hazardous waste, as well as responding to emergency spills.

Another first year graduate, who has been working full time in lead abatement, decided he wanted the benefits and stability offered by the Laborers Union. He is now working on a hazardous waste cleanup site at Fort Devens as a journeyman laborer in local 609, earning \$22.00 per hour. Three of the environmental technician graduates who have been working in their field have remained in close touch. One graduate, a Sierra Leone refugee, sent a letter on March 21, 2001 stating, "The program has given me a great edge and advantage to compete in the career field of environmental technology." He is working at ONYX Environmental Services as an Environmental Specialist I with full benefits and is involved in biochemical waste management, identifying, labeling, and packing biochemical waste according to characteristics of the individual compounds.

A young Colombian graduate from 2000 earned his GED during the program, and has been working at LBG Environmental for over a year. Last fall, he took a CAD course at the University's expense. His training was so valuable to the company that they are continuing to send him to more advanced CAD courses. In addition to performing Phase 1 assessments at brownfields and other sites, and performing water and soil sampling, he does all the CAD work for the company (mapping sampling and hazard sites.) He also mentored one of this year's intern trainees.

A 35-year-old Cambodian graduate is working in Tampa, FL monitoring hazardous waste and brownfield sites. One environmental technician graduate, an African American woman, was not able to complete the full program last year, but the math, chemistry, and 40-hour hazardous waste certification enabled her to work fairly continuously in the field through a series of temporary assignments at hazardous waste sites.

### The Boston Program

The Boston program is very similar to Lowell's except that lead and asbestos training are not included and more time is spent on business communication and job skills. The training ran for two cycles of 16 weeks each. In the Boston program, 9 of the 10 graduates are employed, with 8 at environmental jobs. Two are lab technicians. The others are field technicians, conducting monitoring at contaminated sites, including Brownfields. Two trainees were hired for a cleanup in Charlotte, NC.

With the addition of Boston to the program, Advisory Board membership was expanded to represent both the Lowell and Boston communities. Board members represent job-training programs, employers and the business community, the local Building Trades Council of the AFL-CIO, and city and federal agencies dealing with Brownfields issues. Additions to the board include representatives of the Boston

Redevelopment Authority, Women in the Building Trades, two environmental employers and an additional EPA staff member. Upon the recommendation of last year's board, environmental technician internships were expanded from half days to full days, Monday through Thursday for two weeks.

### The Detroit Program

To date, 26 of the 40 Detroit graduates or 65 percent of the total number of graduates are currently employed. The Michigan Laborers Training Institute offered the additional training, at an in-kind cost of approximately ten thousand dollars, to meet the projected training goals and, more importantly, to meet the needs of employment opportunities in the area. In an effort to meet the employment opportunities in brownfield remediation efforts in the Detroit metropolitan area, the Detroit program ventured into such job skills training as mason tending, pipe laying, and concrete technology.

### Involvement of Brownfields & Business Community

In collaboration with Laborers-AGC, MLTI, a Laborers-AGC training affiliated based in Wayne Michigan, the Detroit Works Partnership (DWP) is completing its first year of training under the BMWTP. Functioning as an entity of the workforce development training, DWP was founded to provide workforce development opportunities for residents interested in the skilled trades. The Detroit BMWTP has made remarkable accomplishments in training in its first year. There were several factors that contributed to the training success of the program. Being centered in a city whose history is based on unions and whose union presence is still very prevalent today set the stage for the trainees' positive attitudes and made them eager to be a part of what has made so many Detroit residents economically independent. In addition, incorporating the BMWTP into an existing organization with a proven record for job skills training and job placement made recruitment very easy. Residents bombard DWP daily in search of an opportunity to be involved in skills training and job placement. Because DWP offers access to apprenticeship and pre-apprenticeship programs for a variety of unions, it was a challenge to steer potential trainees towards an interest in the brownfield program. As a result of the recruitment competition from other programs, all located under the same umbrella of DWP, recruitment for the BMWTP focused heavily on all of the incentives associated with the program. However, another advantage of the Detroit BMWTP was the availability to trainees of personally owned private transportation. Transportation has been a constant barrier to all other program participants in every area of the country. With automobile manufacturing still the dominant industry in the city, it is the norm for trainees to have their own transportation thus gaining access to both skills training and employment opportunities.

Participants recruited from throughout the Detroit area primarily lived in or around the Empowerment Zone and city-designated brownfields sites. DWP participated in two local job fairs, widely distributed brochures in neighborhoods, worked closely with union partners to recruit potential trainees, and networked with other local programs to recruit and place participants. A total of 40 trainees selected from a pool of over 100 applicants have completed job skills training. The MLTI, Management and Unions Serving Together (MUST), Safe2Work, the local WIA One-Stop-Shop Center, and the City of Detroit continue to be invaluable partners in the recruitment and pre-screening process. Detroit Works Partnership and the previously mentioned partners shared similarities in addressing client interest vs. compatibility issues, such as High School Diplomas/GEDs, drivers' licenses, and transportation. Detroit Works Partnership also partners with local personnel agencies as an alternative placement opportunity for those who do not qualify for the program.

The TABE test assessed the applicant's reading and math levels. After testing and assessments, the participants began a 16 week Academic Enhancement Program at the Detroit Works Partnership One-Stop-Shop location with stipends disbursed weekly and strategically throughout the program. The training fund opted to hold back a portion of the stipend over the duration of the program, rewarding participants for

reaching particular milestones within the program. In addition to basic math, reading and writing training, job skills training consisted of General Construction, Asbestos and Lead Abatement, Hazardous Waste Worker and OSHA Health and Safety courses. Training funds were given the option of enhancing the regular training with the specific job skills training that was needed to secure employment in the local area; therefore, Laborers-AGC developed three course curricula. The courses were Mason Tending, Pipe Laying, and Concrete Technology.

The DWP Board of Directors is extensive, with board members representing federal and city agencies, nine local building trade unions, job-training programs, local employers and the business community, and universities. These included the Office of Detroit Mayor Dennis Archer, Detroit Employment and Training, Comerica and Shorebank Enterprise, and the Madonna University Multi Cultural Affairs Department. Board member Marlene Hagans, Director of Education and Job Training for the Office of Wayne County took a very active role in the program. She attended both MWTP Focus Group meetings and consulted and assisted DWP in its report writing and fiscal organization for reimbursement.

#### **Trainee Success Stories**

Even in its first year of program implementation, the Detroit program has proven to be successful in helping students make quality of life changes. Terrance Brooks, a program participant, obtained more than 360 hours of training, acquired on-the-job experience, and became a union member. He states, "Detroit Works Partnership and the Michigan Laborers Training Institute has provided and opened doors of opportunity for me to join the union and learn skills that will advance me in my career as a construction worker in the environmental field." Terrell Garner, another program participant, states, "The program has prepared me to join the workforce and given me the skills to work in the construction industry, giving me opportunities to learn and work in the environmental field and assisted me with the ability to become a union member. It has also made me able to be a better provider for my family."

#### **4.1.3 Xavier University – (Xavier)**

The Deep South Center for Environmental Justice (DSCEJ) at Xavier University (Xavier) in collaboration with Southern University at Shreveport (SUS), Clark Atlanta University (CAU), the Laborers-AGC, the North Georgia Building Trades, and the Center to Protect Workers' Rights, implemented a five-year Brownfields Minority Worker Training Program. The program targeted 40 students from three sites during Year 2. The sites for training are: New Orleans, LA; Shreveport, LA; and Atlanta, GA. The training plan for each of the locations follows:

##### Greater New Orleans Brownfields Job Training Program

This program targeted 15 students from the greater New Orleans area, including Central City, Treme, Agriculture Street Landfill area, Gert Town, Uptown/St. Thomas, Algiers, and New Orleans East. The six weeks of Basic Skills training consisted of Study Skills, Mathematics, Introduction to Computer Basics, Life Skills, Job Readiness, Individual and Group Counseling, Physical Fitness, and Environmental Justice. Technical training included: 80 hours General Construction Skills, 80 hours-Hazardous Waste Removal, 80 hours Asbestos/ Lead Abatement, and 32 hours -Underground Storage Tank Removal. All technical training components were contracted with the Laborers-AGC at their training facility in Livonia, LA.

The Greater New Orleans Program had 16 students (13 males, 3 females) to complete the program. Of the sixteen, 14 are employed. The trainees completed six weeks of basic skills training by December 1 with technical training beginning December 6. For the technical training, Laborers AGC conducted general



construction, hazardous waste worker, lead/asbestos abatement and underground storage tank removal. New Orleans has a job placement rate of 88% with 14 students employed.

#### Shreveport Brownfields Job Training Program Shreveport

This program targeted ten students from Shreveport's inner city; an area that features numerous abandoned former industrial sites. The target area includes the Agur Industrial Area, Allendale, Cedar Grove, Highland/Stoner Hill, Ledbetter Heights, and Queensborough. The training program was abbreviated to fit budgetary limitations. Basic skills training consisted of three weeks of instruction in Study Skills, Mathematics, and Life Skills, and had a counseling/job readiness component. Technical training consisted of one segment, a specialized General Construction course that incorporated concrete work and basic hazardous waste worker material. The program provided for all transportation needs and student lunches during basic skills training. As a result of the first year planning retreat that focused on training site personnel, developing working relationships with community organizations and agencies that comprised the advisory board and recruitment arm of the program the program has a strong foundation. Training included components on program management, staff coordination, budget procedures, program evaluation, student record keeping, job development and placement, and student tracking. The Program Manager, Job Developer, and Community Outreach Coordinator shared the responsibilities of organizing the program for establishing relationships with contractors in the area who will serve as potential employers.

Overall, the Shreveport Program had ten students (all males) to complete the program. Nine were employed at the time of reporting, for a 90% job placement rate. The Shreveport Brownfields Job Training Program targeted ten young men and women, eighteen years old or older, from the inner city area including the Agur Industrial Area, Allendale, Cedar Grove, Highland/Stoner Hill, Ledbetter Heights, and Queensborough. The program began three weeks of basic skills training December 4<sup>th</sup> and 10 students entered technical training (Specialized Construction) January 2<sup>nd</sup>. All ten trainees received certification in Specialized Construction. Shreveport has a job placement rate of 90% with nine students employed.

Atlanta & East Point, Georgia Brownfields Minority Worker Training Program targeted 15 young men and women, eighteen years old or older, from the Atlanta Empowerment Zone and the community of East Point, Georgia. The program is comprised of four weeks of basic skills training and four weeks of technical training. The target communities were the African American communities in the Atlanta Empowerment Zone and East Point, GA. CAU was the site of the basic skills training. Basic skills included Reading, Mathematics, Workplace Health and Safety, Life Skills, Counseling, Job Readiness, Physical Education, Basic Computer Skills, Environmental Awareness, and Environmental Justice. Technical training comprised of 80 hours of General Construction and 80 hours of Hazardous Waste Removal. The North Georgia Building Trades is the principal for technical training, and subcontracted with the Laborers-AGC to provide Hazardous Waste training at their training facility. The partnership with Antioch Urban Ministries was utilized to assist in recruitment and job development.

Sixteen trainees (15 males, 1 female) began the first five weeks of basic skills training with the majority of students completing the remaining technical skills training. The technical training included hazardous waste worker training and construction skills. All 16 students completed the program. Eleven were employed at the time of reporting, for a 69% placement rate.

For the overall program, the Xavier consortium trained 42 students with 34 students employed resulting in an 81% employment rate. The high employment rate resulted from a strong training program that focused on standardized curricula, collaboration with other instructions and organizations, and training in specialized technical skills linked to job placement labor connections that are described here.

### Standardized Curricula & Collaborations

Xavier and CAU utilize a curriculum developed by Xavier, CAU, with support from a team of instructors, curriculum developers, and area specialists. The "work-based" curriculum was revised in 1999 and has undergone a review process by instructors and counselors for final formatting. The work-based learning approach attempts to provide a basic skills curriculum that utilizes work and life related materials, and simulation, to teach the application of basic skills. Xavier and CAU provided instructors and trainees with training guides.

From the start-up meeting through implementation, Dr. Margaret Montgomery-Richard worked with all program personnel to ensure uniformity in instructional staff training and to coordinate the activities of staff. Toward this end, a Staff Training Manual was developed with her assistance that provided all the operational instructions and forms needed to ensure smooth operations. The Staff Training Manual was revised and enlarged and was the target of discussion at the administrative meeting in Florida. To improve the manual, the input and critiques of personnel from New Orleans, Shreveport, Atlanta, and Baton Rouge were incorporated as appropriate.

Local academic institutions, in collaboration with community-based organizations, provided trainees with six weeks of basic skills training. The basic skills training generally includes: (1) academic skills enhancement in reading, writing, mathematics, and study skills; (2) workplace health and safety awareness training; (3) life skills training; (4) industry orientation; (5) job readiness; (6) basic computer skills; (8) service-learning project/field trips; and, (7) fitness-for-duty training. This component of the program is designed to compliment the technical training conducted by the Laborers-AGC and North Georgia Building Trades. This phase addressed academic weaknesses, life skills issues, and prepared students for the successful completion of the technical training component (pre-apprenticeship training). The basic skills training consists of 210 hours of training.

During the basic skills component of the training, trainees participated in a service-learning project in partnership with Habit for Humanity. Trainees were involved in the renovation, weatherization, and construction of homes for the poor and elderly. Trainees also participated in a team building exercise, (ROPES course); to provide students with a challenging experience that will promote health and safety at home and at work. In addition, trainees participated in construction site tours coordinated by Xavier and CAU, met with business managers at the local union halls and training sites, and visited local contractors.

### Technical Training & Job Placement

Once program participants successfully completed the six weeks of basic skills training provided by the community-based organizations and the local academic institutions, participants entered into the technical training component (pre-apprenticeship training). The technical training included instruction in construction skills and environmental health and safety training. The Laborers-AGC training center in Livonia, LA provided all curriculum, equipment, and supplies needed to deliver the training.

Laborers-AGC headquarters staff coordinated training through the local training sites and sometimes utilized mobile units. The extremely experienced and qualified trainers assigned provided instruction in the following certified training courses: 80-hr Hazardous Waste Worker Training, 40-hr Asbestos Abatement Training, and 40-hr Lead Abatement Training. In addition, trainees received 80-hour Basic Construction Skills Training and 32 hours of Underground Storage Tank Removal.

Job Placement consisted of the following activities: (1) one on one counseling sessions to determine the most appropriate work venues for program graduates; (2) pre-interview preparation sessions to discuss employer profiles and expectations; (3) assistance with interview scheduling, completion of applications,

scheduling of physical exams, application for state licensure, and other concerns relative to interview completion; (4) follow-up debriefing after interviewing; (5) periodic phone contacts to determine status and to refer other job opportunities; and (6) addition to the data bank of potential employers through telephone contact, work site visits, premise visits to contractors and other employers. Most of the trainees were placed or found jobs within two months after training. Those who worked outside of the field acknowledged the usefulness of the basic skills training including resume preparation, job search and interviewing skills, and conduct on the job training. Most of the trainees were able to secure employment that was directly related to their certifications.

### Impact on Worksites

Many graduates often informed their new employers on the proper protective measures for certain types of work. In one instance, several graduates refused to do asbestos work until the employer supplied breathing and protective clothing. In addition, other workers on these sites were not aware of the health and safety implications until their interaction with Xavier graduates. In many instances the employer complied, but complained that, "All that equipment costs too much money." In about half of the jobs located, the graduates must demand proper protective equipment, safe working practices, and fair pay.

### Social Service Interventions

Many of the trainees in the program experienced barriers to work especially those who had prior criminal records. With this knowledge, Xavier quickly realized that time and resources must be allocated to dealing with the criminal justice system. Members of the consortium were effective in establishing relationships with judges and probation officers so that participants could leave town to pursue job opportunities. On several occasions, staff requested directly to probation officers or judges to allow persons to participate in the training. On other occasions, staff advocated for participants that experienced trouble while in the program. Most of the participants could not afford formal representation; therefore, the program connected them with other sources of support: legal, financial, transportation, childcare, and housing.

### Steadiness and Obstacles to Work

In Louisiana, the consortium reported that license fees and annual renewal requirements were a barrier to work and an unnecessary burden on workers. In the New Orleans area, there is an additional and redundant certification required for working in plants. The consortium recommends that funds be provided for these fees and classes. There are also state DEQ (Louisiana Department of Environmental Quality) licenses that one must have in order to do lead and asbestos work. Verification of training and payment of a \$50.00 fee are required to obtain licensure. The licenses must be renewed each year, which places an unnecessary burden on workers. Also the grantee reports most entry-level environmental remediation jobs last only a few weeks or months. Thus, graduates are supplied with a stream of leads to keep them employed. Recently, some graduates have gained permanent employment in the field. About half of the graduates continue working in the field for more than one year.

New Orleans has a low level of union activity, thus apprenticeships and union jobs are not available for most graduates. For this program, most graduates have multiple jobs accessed through a job broker and/or referral services. Placements were primarily in asbestos/lead abatement and construction, with occasional non-union laborer positions. Many of the participants experienced issues that did not allow them to obtain work in their trained field. Due to incarceration, early dropouts, participants obtaining employment in other fields such as clerical, some participants were not able to begin technical training. Twelve graduates were employed since graduation. The employers include small business entities such as environmental firms working on contracts, or construction companies with isolated, short-term employment opportunities. Two of the graduates traveled to Jamaica with a company to do asbestos abatement. There has been an impact on job referrals since the World Trade Center disaster, mostly in labor positions in that three of the

graduates recently lost jobs and have been placed on a waiting list by Colorado Environmental (a job broker) to travel to the DC area to do work as anthrax inspectors.

In the Shreveport program, an 80-hour Specialized Construction course designed with the assistance of the Laborers-AGC, provided trainees the skills needed to work in the cleanup and redevelopment of brownfields sites. The Laborers-AGC training provided trainees with 272 hours of classroom and hands-on training. In Shreveport, job placements that were accomplished immediately after graduation have been stable. The placements were within the auto industry and with construction firms.

The Atlanta and North GA Building Trades utilizing qualified instructors from the building trades coordinated the technical training provided to trainees enrolled in the BMWTP located in Atlanta, GA and East Point, GA. The program provided trainees with the following certified training: 80-hr Hazardous Waste Worker training, 40-hr Asbestos Abatement or 40-hr Lead Abatement. In addition, trainees received 80-hr Basic Construction Skills Training. The training provided trainees the skills needed to work in the cleanup and redevelopment of brownfields sites. The Building Trades training program consists of 240 hours of classroom and hands-on training. In the Atlanta area, most of the graduates were placed in apprenticeship positions as roofers or electricians by the building trades union and are still in those positions

#### **4.1.4 New Jersey/New York Hazardous Materials Worker Training Center (NJ/NY Consortium)**

The program developed new formats for self-evaluation of participants of environmental worker training, and brought environmental advocacy and pre apprenticeship to a new audience. This program mirrors the MWT Program and is located in Newark, New Jersey. Its jurisdiction covers northern New Jersey and Glen Cove, Long Island, an EPA Brownfield Showcase Community. Newark was chosen due to its central location, an extraordinary number of Brownfield designations, the highest unemployment rates in the metropolitan area, percentage of the population at or below the poverty level, and the dearth of available training opportunities. The consortium actively recruited from the penal system, federally subsidized housing projects, veterans' organizations, perspective Superfund sites, homeless organizations, labor department offices of unemployment, and homeless assistance agencies. Over 300 men and women in northern New Jersey and the Glen Cove, Long Island areas were contacted during the outreach and recruitment phases. The results were an especially focused group of people, most with special assistance needs. During the program year, it was necessary to provide significant social services such as: temporary housing for homeless students, reinstatement of drivers licenses, set up parole, probation and court sensitive training schedules, and advocate on participants' behalf in Social Service, Housing, and Child Care Agency hearings. Further, the program assisted students with GED testing, and selecting from several new areas of employment to include waterfront development and ecological restoration. In the first year of the program, the program recruited 30 students; graduated 24 and 23 are currently employed.

##### Trainee Characteristics

In this project year, the program successfully recruited 30 students to begin pre-apprentice training. Of the recruits, 24 completed the program, or 80%. Briefly, all of the students were chronically unemployed or under-employed. More than 50% (17) of them had never held a full time position for six consecutive months. Two students had not worked in 10 years, and one in more than 20 years. None of our students had a history of working in environmental remediation. None of the students prior to entry into this program received safety training of any kind. Demographic reports of the group detail gender, age, income, educational, conviction, and other pertinent data on the students who entered the program. The data also includes basic skills information, as well as reading and mathematics test scores. Consistent with the goals of the overall NIEHS Brownfields Program, 100% of recruits were members of minority groups with 28 trainees African American, and two were Latino/Hispanic.

### Trainee Performance Data

The majority of graduates are employed in the Asbestos/Lead Paint Removal industry, Construction and Building Maintenance industry. The data is collected via interviews with graduates, their employers, and their union affiliates from logs of their recorded hours and employment status. In addition, four students, or 13% of the class, successfully achieved their GEDs at or prior to the completion of the BMWTP. They were assisted by staff and prepared for the exam. The GED is a requirement in order to enter the most productive and best compensating sector of the job market. Attendance indicators were good, with 50% (15 students) of the class reporting an 80% or better attendance record. There is one student who is pursuing an advanced degree and has been accepted into Essex County College to pursue related studies.

Due to the diversity of age and experience of the participants in BMWTP, the program faced levels of poverty, spousal abuse, low self-esteem, homelessness, and hopelessness that was not anticipated. Program staff and teachers conducted tutorials outside of class hours, assisted in providing transitional homeless housing, coordinated group sessions, visited social service agencies, and assisted in court, bail and disciplinary proceedings. In addition, special computer based education and instruction materials were added to assist those students training who experienced barriers to learning including diagnosed learning disabilities and language. Pre and post TABE test results indicate that a student who completes the program raised his/her reading and math scores by two grade levels. This is particularly useful given the technical nature of environmental remediation courses. Included in this past year's training was a life enhancing skills component that included goal setting, finance, poetry, time management, and nutrition.

### Job Placement Activities

As stated earlier, 23 of the graduates (96%) have work assignments. Four students completed their GED preparation and been advised that they have passed their GED proficiency examination. One graduate was accepted into a full time higher education program at the Essex County College. Activities will continue to maintain contact with the graduates throughout the next five years. The successful placement of 96%, 13% achieving their GEDs, and one student pursuing higher education reflects the strength of the training program, and is indicative of the appropriately intensive and extensive outreach/recruitment and screening program that BMWTP initiated, and will continue to fine tune as we proceed.

### Union Status

Training was designed to assist the graduate's entry primarily into construction and environmental assessment and Brownfields cleanup work, and secondarily into higher education and other related employment. As a consequence, graduates have gained entry into local environmental remediation and construction unions. The consortium asserts that being a member of a union results in higher wages, better benefits, contribution toward pensions, better workplace standards and improved health and safety protection. Being an apprentice member of a construction union also obligates students to maintain enrollment in a multi-year apprentice program. In the case of most of the area Apprenticeship Programs, the course of study lasts four years and is free to all apprentice union members in good standing. Members of the building trades have similar programs and criteria for completion, including the Carpenters, Painters, Sheet Metal, Stationary Engineers and the Laborers. Of the 23 students working, 23 (100%) are members of building trade, labor or municipal unions, including 3 as Carpenters, 2 as Sheet Metal Work Contractors, 2 as Laborer Contractors, 1 as a Painting Contractor, 9 as Asbestos, Lead or Hazardous Waste Removal contractors, 1 as a Roofing Contractor, 1 as a chemical handler with General Motors, and 3 in Building Maintenance. One graduate is employed by the Port Authority of New York and New Jersey in ground services at Newark International Airport.

## Wages

Students who are currently working are earning an average of \$18.05 per hour (\$31 including benefits). The minimum wage earned is \$14.00 per hour, while the maximum is \$36.00 per hour.

### **4.1.5 Center to Protect Workers' Rights – (CPWR)**

During the first year of the five-year Brownfields Minority Worker Training (BMWT) Program, the Center to Protect Workers' Rights (CPWR) administered programs in four Showcase Communities: East Palo Alto, CA; Los Angeles, CA; Salt Lake City, UT; and St. Paul, MN. For the program year, a total of 85 students were to be trained. A total of 102 students have been trained. Of that number, 89 graduated and 83 were placed in jobs. Twenty-five percent were placed in environmental jobs.

Student demographic information is detailed as follows: of the 102 students trained, there were 45 Blacks, 33 Hispanics, 18 American Indians, 3 Asian and 3 Pacific Islanders; 81 males and 21 females. The educational background of the students was 46 had High School Diplomas, 20 had GEDs and 36 had no GEDs. The vast majority of the students were Unemployed upon program entry (87) and 15 were Under Employed.

CPWR, through its consortia, conducted 45,736 contact hours of training for 102 students in East Palo Alto, CA with 33 students enrolled; Los Angeles, CA with 27 students enrolled; Salt Lake City, UT with 22 students enrolled; and St. Paul MN with 20 students enrolled. Each program provided all of the components of the CPWR pre-apprenticeship model: life skills, environmental worker training, construction skills' training, job development and placement, and student tracking. The Life Skills component, although available for each program participant, the hours of services vary depending upon the needs of the students. Although varying degrees of services are offered, it is a critical component in the BMWTP. Some of life skills issues that may prevent at-risk students from succeeding were resolved through the assistance provided in this component and have enabled students to change work ethics and go on to immediate placements upon graduation.

### Program Coordination

Each city created linkages with city governmental offices, Brownfields agents, state and federal offices, community-based organizations and various Building and Construction Trades Department's local unions' affiliates. This was done with the intention of the local groups coalescing to greater impact employment opportunities for the participants. CPWR learned there was great interest; however, actual jobs within the Brownfields redevelopment area were not abundant. One reason is that ninety-percent of the programs are still in the planning stages and cleanup as well as the redevelopment activities have not begun.

It is important to note that while only 25 % were initially placed in environmental jobs, 36 students or 68% entered different union's apprenticeship. If students become Painters' apprentices, it is likely they will encounter lead-based paint and also asbestos as they perform carpentry work and/or housing rehabilitation. Since these apprentices work for a variety of contractors/employers during the course of a year, it is probable that they will encounter some environmental hazards on the various work sites. This program prepared all of the students to identify environmental hazards and safely work in or around hazardous conditions. Consequently, although students may not be initially placed with an environmental cleanup contractor, the skills and education, attained through the training program, have prepared them to work safely in any environment.

Additionally, the programs offer the construction skills training component, which creates an additional avenue of opportunity and employability. Each city met the challenge of working with individuals who

possessed little or no work experience and who needed a myriad of supportive services. The services provided through these programs made a significant impact on the lives of the participating students and this is expounded through the student's testimonies, as reflected in each city's report presented below.

### **Trainee Success Stories**

#### **St. Paul, MN Program**

Kevin's Story: He had a pretty diverse background and was trying to get his life back together. Throughout the period from the first meeting and the first day of class staff talked once a week to see if the interest was still there. Staff were able to get Kevin a job driving Ford Rangers in the afternoon and after class. Kevin was an outstanding student. He wasn't just a student that showed up everyday and participated. He was a leader and lead by example. A week before the training completed the Job Developer was able to get him a job with Knutson Construction (one of the biggest companies in MN) making \$15.25 an hour plus benefits working as a Bricklayer. The problem that staff faced was that he had a car that didn't work a lot of the time. We worked with the McKnight Foundation to get him an interest-free loan that he needs to pay back in two years. This allowed him to buy a reliable car that would allow him to keep him a job.

Becky worked in the union about eight years ago but left because her mother became sick and she needed to take care of her. She lost her job and her standing in the Union. She wanted to get back working in Construction and getting the career back that she started nine years ago. She was working few hours for someone receiving cash and not paying any taxes. Becky was quite an asset to the program. It was nice to see that a female could work in the construction field. She, like Kevin, led by example. She was there learning from the journeyman that taught the classes. She was always the first person to get her hands dirty. Before the class ended, staff was able to get Becky the 3,995 hours that she had worked many years ago. After one year she will get those hours added to the hours she worked that year. The union never reinstates those hours to someone who left the union after that much time away. By getting these hours back she will be making an extra \$8.00 an hour. The program placed Becky in a job at Mulcahy Inc. working as a carpenter. Her salary started out at \$11.50 plus benefits and after a few weeks they will credit her hours so she can make more money. Her company is really committed to this program and wants to stay connected with the classes.

To more effectively manage this large consortium and assure collection of quality program data, CPWR sponsored a joint workshop of the BMWT and MWT programs and the Environmental Justice Advisory Committee in October 2000. To serve as a resource for program operations and reporting requirements, CPWR developed a manual containing standardized program information and financial and statistical reporting forms. During the three-day workshop each program presented one component of their pre-apprenticeship model that characterized the city's expertise in a specific component, i.e., an area in which they excel.

The CPWR's Program Director conducted site visits to monitor the progress of each program, re-emphasized reporting requirements, reviewed program participants' files, and met with each of the local advisory committees to update them on the city's achievements and program areas needing greater emphasis. While meeting with the various advisory committees, it was evident that each committee was comprised of individuals who were keenly interested in the program and the participants. They offered technical support and linkages with other resources for the operation of the program.

The advisory boards for each of these training sites are specific to their area. For example, the Salt Lake City program has a very diverse group of board members that provided synergies in pushing workforce development connections. The Salt Lake Community College Brownfields Advisory Committee members include: Apprenticeship Director, Director of Student Placement and Director of Sponsored Projects; U.S.

Department of Labor; Indian Training Education Center; EPA Region VIII Office; State of Utah Department of Environmental Quality Division of Air Quality Control; Associated General Contractors; Utah Department of Workforce Services; Local Churches, Salt Lake City Mayor's Office, Utah Governor's Office and Local Trade Unions. The Advisory Committee met quarterly and partners took turns hosting the luncheon. Attendance at quarterly meetings averages approximately 70%. Partners are committed to the project and willing to offer suggestions and contribute expertise and resources. These individuals bring expertise to the program that would be difficult to obtain any other way.

The Environmental Protection Agency connected the program with possible placement sites. Local Unions provided lists of potential opportunities and offered connectivity with the eligible entities. The Utah Department of Environmental Quality Division of Air Quality provided guest speakers and current contact lists for asbestos and lead abatement contractors. The General Contractor representatives provided jobs for trained participants. Salt Lake Community College provided administration support, facilities, training materials and collaboration on the life skills and job placement as well as ESL, math and reading remediation. Department of Workforce Services provided recruitment and screening through the Workforce Investment Act. The Indian Training and Education Center provided contacts through the Indian Reservations and support through the Workforce Investment Act.

In East Palo Alto, CA, OICW received valuable information from one of the members of their Technical Advisory Committee (TAC) who represents the U.S. Environmental Protection Agency (Lily Lee). She provided the program with a comprehensive list of upcoming projects in construction and/or hazardous waste removal in the immediate area (mostly East Palo Alto). The following is a list of the type of projects planned: hazardous waste clearing and grading; hazardous waste handling; construction of single family homes; removal of contaminated soil; construction of 39 apartments and removal of possible contaminated soil; digging of contaminated soil including building of 26 single family homes; removal of contaminated soil and building 32 single family homes. With this knowledge, the program tailored their training to meet the local needs of the contractors performing these projects.

### Training Work Plans for City

#### St. Paul, MN

The Merrick Community Center, St. Paul Building & Construction Trades Council, and the St. Paul Port Authority focused on the training of a new workforce within the City of St. Paul. A total of 18 of the 20 students trained are now employed. This program has four basic components:

- Recruitment of program participants, job counseling and retention, fitness for duty basic and like skills and all educational training by Merrick Community Services.
- Technical skill and environmental cleanup training by Center to Protect Workers' Rights.
- General construction safety and basic construction training by St. Paul Building & Construction Trades Council.
- English as a Second Language Class, GED, job development and placement and management training to work with limited English workers by St. Paul Port Authority's Customized Job Training Program in collaboration with St. Paul Technical College and St. Paul Public Schools.

#### East Palo Alto, CA

Collectively with the Opportunities Industrialization Center West (OIC-W), the City of East Palo Alto, U. S. Environmental Protection Agency Region IX, Carpenters Local 217 and Mission College, the partnership



recruited a total of 25 minorities living within the Brownfields designated Ravenswood Industrial Area of the City of East Palo Alto, California. The four phases of the training program were:

- OIC-W presented 126 hours of life skills classes with fitness for duty training, basic math skills, and first aid training.
- CPWR and the Mission College Rebuilding Together program provided on-site series components to its hazardous waste training courses to all participants of training including: Superfund Site Worker, Confined Space, Lead and Asbestos Abatement Worker Basic.
- Various skilled trade apprenticeship programs introduction, general construction safety and construction training by Carpenters Local 217.
- Program graduates are presented with a choice of opportunities: 1) to enter one of the Unions' apprenticeship programs employed by that union's signatory contractors, or 2) to continue their environmental technologies education through Mission College.

OIC-W proposed to train 25 students and actually enrolled 33 (exceeding the contract agreement to enroll 25). Of the 33 enrolled, 27% were Hispanic, 61% African American, 3% Native American, 3% Pacific Islander, 6% Asian. Twenty-one percent or seven females were enrolled in the first and second cycles. The second training cycle of 18 students ended June 29, 2001. Of the total 33 students trained, 25 students are employed.

#### Los Angeles, CA

Through the City of Los Angeles' Department of Environmental Affairs, the CPWR formed a partnership to plan and design a Brownfields Program to be conducted at the Los Angeles Conservation Corp facilities, located within the Brownfields Showcase community. A minimum goal of 25 trainees was projected for enrollment in the Pre-Apprenticeship Training Program Annual Work Program (PATP) during the first year. The following agencies collaborated and agreed to produce an effective training program, offering a variety of resources and opportunities for the program participants: Los Angeles Conservation Corps, the Hollywood Beautification Team, Rio Hondo College, University of California- Los Angeles, California-Arizona Consortium, the Mayor's Office, the Mayor's Office of Economic Development, the City of Los Angeles Department of Environmental Affairs, and the Commission on Brownfields Development. The components of this training program were:

- Conduct up to 400 hours of life skills including basic math, fitness for duty, first aid and CPR training as well as general construction safety and all basic construction training by LACC.
- Offer environmental training and provide test preparation during this time when practical in Superfund Site Worker, Lead and Asbestos training by CPWR.
- Develop necessary entry-level skills, assist trainees in obtaining employment in variety of trades such as carpentry, painting, roofing, insulators, cement masonry, ironworkers, etc.

All of those participants received basic training for a minimum of 12 weeks prior to their training with BMWT. That training, known as LEAP (LACC Environmental Awareness Program), teaches the corps members about some of the basics about the environment (i.e. recycling and ecology). Corps members, as they are referred to, alternate between a week of classroom time and a week of work time. While in the classroom they learn about many aspects of ecology and take those lessons and teach them to elementary

school students throughout the County of Los Angeles. During their week of work they learn about teamwork and are required to attend a week-long training on tool safety and work habits.

Twenty-three of the 27 students who graduated are now employed, with 19 in construction jobs and four in other fields.

### Salt Lake City, Utah

This program for minorities living in and around designated urban brownfields sites is a partnership between the CPWR, Salt Lake Community College (SLCC), and the City Redevelopment Agency. These groups have formed relationships for many years and worked jointly on other job training initiatives. This program offered comprehensive job readiness training to increase employability skills of individuals and enabled them to become actively involved in the clean up and restoration of their communities. The Salt Lake City's program, entitled "the Gateway," involves the recruitment and training of 20 participants and was coordinated as follows.

- Salt Lake Community College served as the lead agency in the community as a sub grantee to CPWR to locally administer the program. Basic carpentry skills, job development, job placements and post training tracking services were also provided by the SLCC. In addition, SLCC is within close proximity to one of the designated Brownfields sites and can actively recruit individuals from the target area. They can also provide services that encompass social services such as life skills training, inclusive of counseling, motivational development, academic skills upgrading, physical fitness endurance training, and job search techniques.
- CPWR conducted all environmental training including Superfund Site Worker and Lead and Asbestos training.
- The Salt Lake City Redevelopment Agency is responsible for administration of the City's brownfields sites. Both the Joint Apprenticeship Training Center and the Community College have been involved in the overall brownfields efforts. With this partnering, the Brownfields Showcase environmental and construction training program is a natural fit into the community's economic development plans.

The program created a public/private collaboration with other locally and federally funded programs to provide, to the greatest possible extent, a comprehensive training track, offering a variety of options for the trainees. Some of the other agencies include:

### Salt Lake City Corporation Community and Economic Development (Brownfields Showcase recipient)

- Salt Lake City-County Health Department-Environmental Health Division
- State Department of Environmental Quality
- State of Utah Indian Training Education Center
- Local Building Trade Unions
- Salt Lake City Mayors Office and Utah Governor's Office
- Utah Department of Workforce Services
- Salt Lake City College's Apprenticeship and Training

For the program year, 22 students were enrolled, 18 were placed, and three of the placements were environmental jobs. This total placement includes five students who secured jobs in the drafting field prior to graduation and one student who secured a job with the Housing Authority prior to completion of training. The Salt Lake program has graduates now working in five states and is strong representatives of the BMWT program. They now have the skills to be professionally successful, able to support their families and contribute to their communities.

#### **4.1.6 Clark Atlanta University - CAU**

At the end of year two of the program (9/98 - 8/00) and year five of the CAU grant (9/95 - 8/00), CAU received authorization from NIEHS to utilize its un-obligated balance to continue training in Fort Lauderdale, Florida. CAU partnered with Bass-Dillard Neighborhood Issues and Prevention, Inc. (Bass-Dillard), Center to Protect Workers' Rights (CPWR) and the South Florida Carpenters' Joint Apprenticeship and Training Fund (Carpenters) to recruit for training 15 local residents interested in working with contractors on the clean-up and redevelopment of brownfields communities. The program targeted residents living in brownfields communities located in Fort Lauderdale, Florida. Bass-Dillard served as the day-to-day program managers and coordinated the basic academic skills training component, which involved environmental justice education, basic computer skills, math, reading/writing, and life skills/job readiness. CPWR conducted the 40-hr hazardous waste worker training and the Carpenters conducted the 120-hr construction/carpentry skills training. Trainees were selected based on the following criteria: trainees must be at least 18 years old; trainees must live in or near brownfields communities; trainees must have completed at least the 10th grade; trainees must be able to read on an 8th grade level (TABE test); trainees must be interested in working in the environmental and/or construction industry; trainees must have proper identification; and trainees must be able to pass a drug test. Trainees enrolled in the program received comprehensive group and individual counseling. Program staff provided trainees with housing, childcare, and GED referrals. Trainees also received job placement assistance. Trainees did not receive stipends for participation.

CAU facilitated a mandatory program staff and instructors meeting prior to the start-up of program activities. Outreach and recruitment activities began in mid-March, 2001 and ended in mid-April, 2001. Two thousand posters and flyers were distributed to places frequently visited by the target population. Some of these locations included the Florida Department of Labor, churches, parks, restaurants, basketball courts, organized clubs, and grocery stores. This outreach effort resulted in 125 applicants. Program staff reviewed all applications and applicants that met the basic criteria for training were scheduled for an interview. Individuals selected to participate in the training program were selected based on the application review, interview, and TABE test results.

Twenty-four applicants were invited to participate in the training program in April. Of the 24 trainees invited to begin Basic Academic Skills Training, 16 enrolled. Basic Academic Skills training was conducted in two, two-week sessions. Fourteen trainees completed session one of the basic skills training and enrolled in the Hazardous Waste Worker Training. All trainees enrolled in the Hazmat training completed the training and received certification. The basic construction/carpentry skills training began on May 13, 2001 and ended May 31, 2001. Of the 14 trainees entering basic construction/carpentry skills training, 11 completed the training program. Of the 14 that completed various components of training, nine are working (7 - environmental; 1 - construction; and 1 - other). Bass-Dillard worked primarily with the IT Corporation and the Carpenters to identify employment opportunity for trainees. IT Corporation is a nationally known environmental company that has several cleanup projects in South Florida, including the Wingate Superfund Site located in Fort Lauderdale, Florida. The overall retention rate for this training session was 87.5% and the placement rate was 56%.

## **4.2 BROWNFIELDS 2001—RESTORING THE ENVIRONMENT, REVITALIZING COMMUNITIES**

Representatives from the NIEHS Worker Training Community attended Brownfields 2001—Restoring the Environment, Revitalizing Communities that was held in Chicago, IL on September 24-26, 2001 at the McCormick Place Convention Center. Each recipient of a new Brownfields Minority Worker Training (BMWTP) Award was required to attend this meeting. There were approximately 25 representatives from the various BMWTPs attending.

The meeting of all of the NIEHS Brownfields MWTP recipients was held on Monday, September 24 from 8:00 a.m. to 10:00 a.m. All awardees and other guests, including EPA headquarters and regional staff, were invited to attend. The meeting was an opportunity for each BMWTP awardee to give brief updates on past training initiatives and plans for the future. As with last year's conference, the Engineers' Society of Western Pennsylvania under contract with the US EPA organized presentations. WETP pointed out the sessions that were of most interest and related to job training, health and safety, and the public health community. Those sessions are listed in Appendix 12.

## **5 Funding for September 2001-August 2002**

On July 1, 2001, all the current NIEHS Awardees submitted reapplications for continued funding for the period beginning September 1, 2001. This is the second annual segment of a five year funding cycle. Each of the reapplications detailed program accomplishments and proposed training plans for the current year.

For each component of each awardee's non-competing reapplication, an analysis and review was carried out to evaluate the program progress during the current year, compliance with existing terms and conditions, measures of program effectiveness, and other quality assurance factors. For each awardee, individual progress report forms were developed, along with budget worksheets, in which targeted reductions were made in specific line item categories.

Three million of the FY 2001 budget was allocated to continue support of the Brownfields Minority Worker Training Program. For this period, the DePaul University Consortium transferred their cooperative agreement to the National Puerto Rican Forum (NPRF). Tipawan Reed, principal investigator, and the staff of OIA remained in place and converted its operations to non-profit status. OAI is now a sub awardee to the NPRF and all other consortium members remain the same. As a result of the FY 2001 funding, 5 BMWTP awardees received awards totaling \$3,000,000

See Appendix 1 for awardee breakout of FY 2001 funds for the period of September 1, 2001 to August 31, 2002. Budget adjustments in the proposed funding plan are based on the training needs of high risk populations, national geographic coverage in training availability, and the published program priorities for training support. Consideration has also been given to previous funding patterns, awardees' efforts to generate program income for independently continuing their programs, and the carryover of unexpended funds from prior years.

**Appendix 1: Brownfields Yearly Funding Summary Per Awardee**

<b>NIEHS/EPA BROWNFIELDS MINORITY WORKER TRAINING PROGRAM: FUNDING SUMMARY FOR BUDGET PERIODS 09/01/98-08/31/2002</b>					
<b>AWARDEE</b>	<b>09/01/1998 AWARD</b>	<b>09/01/1999 AWARD</b>	<b>09/01/2000 AWARD</b>	<b>09/01/2001 AWARD<sup>1</sup></b>	<b>TOTAL</b>
Center to Protect Workers' Rights	\$1,350,000	\$1,350,000	\$853,769	\$879,386	\$4,433,155
Clark Atlanta University	\$590,000	\$590,000			\$1,180,000
Laborers-AGC Education and Training	\$390,000	\$400,000	\$638,262	\$611,197	\$2,039,459
DePaul University/National Puerto Rican Forum <sup>2</sup>	\$670,000	\$670,000	\$440,141	\$448,485	\$2,228,626
University of Medicine & Dentistry of New Jersey <sup>3</sup>			\$502,084	\$504,652	\$1,006,736
Xavier University <sup>3</sup>			\$565,744	\$556,280	\$1,122,024
<b>TOTAL</b>	<b>\$3,000,000</b>	<b>\$3,010,000</b>	<b>\$3,000,000</b>	<b>\$3,000,000</b>	<b>\$12,010,000</b>

<sup>1</sup> Current budget period 09/01/2001 – 08/31/2002

<sup>2</sup> In budget period 09/01/2001, DePaul University changed to the National Puerto Rican Forum

<sup>3</sup> First year in the BMWTP

**Appendix 2: Total Training by BMWTP Awardee**

<b>EPA/NIEHS BROWNFIELDS MINORITY WORKER TRAINING PROGRAM TOTAL TRAINING FOR BUDGET PERIOD 09/01/2000-08/31/2001</b>			
<b>AWARDEE</b>	<b>COURSES COMPLETED</b>	<b>STUDENTS TRAINED</b>	<b>CONTACT HOURS</b>
Laborers-AGC Education and Training	58	79	29,817
Center to Protect Workers' Rights	55	102	45,736
DePaul University	28	60	10,685
Clark Atlanta University	9	16	4,608
Xavier University	28	42	13,268
University of Medicine and Dentistry of New Jersey	19	30	21,874
<b>TOTAL</b>	<b>197</b>	<b>329</b>	<b>125,988</b>

Appendix 3: Three-Year Summary of Training

<b>NIEHS/EPA BRONWFIELDS MINORITY WORKER TRAINING PROGRAM THREE-YEAR SUMMARY OF TRAINING</b>			
<b>YEAR</b>	<b>STUDENTS TRAINED</b>	<b>PLACED IN JOBS</b>	<b>PERCENTAGE OF STUDENTS PLACED IN JOBS</b>
1998-1999	406	263	65%
1999-2000	440	275	63%
2000-2001	329	232	71%
<b>TOTAL</b>	<b>1,175</b>	<b>770</b>	<b>66%</b>

**Appendix 4: BMWTP Demographics**

<b>NIEHS/EPA BROWNFIELDS MINORITY WORKER TRAINING PROGRAM:                      DEMOGRAPHICS                      FOR BUDGET PERIOD 09/01/2000-08/31/2001</b>					
<b>STUDENTS</b>	329				
<b>AGE</b>	<u>18-25</u> 116	<u>26-35</u> 107	<u>36-45</u> 74	<u>46-55</u> 26	<u>56+</u> 6
<b>ETHNICITY</b>	<u>BLACK</u> 231 (70%)	<u>HISPANIC</u> 54 (16%)	<u>ASIAN</u> 4 (1%)	<u>AMERICAN INDIAN</u> 25 (8%)	<u>PAC. ISLANDER</u> 15 (5%)
<b>GENDER</b>	<u>MALE</u> 267 (81%)			<u>FEMALE</u> 62 (19%)	
<b>EDUCATION</b>	<u>HS DIPLOMA</u> 176 (53%)		<u>GED</u> 72 (22%)		<u>NO GED</u> 81 (25%)
<b>UN OR UNDER EMPLOYED<sup>1</sup></b>	<u>UN</u> 263 (80%)			<u>UNDER</u> 66 (20%)	

<sup>1</sup>Employment status at entry into the program



**Appendix 5: Brownfields Summary of Awardees and Training Partners**

<b>NIEHS/EPA BROWNFIELDS MINORITY WORKER TRAINING PROGRAM</b> Summary of Awardees and Training Partners 09/01/2000 - 08/31/2001			
<b>Awardee</b>	<b>Subawardee</b>	<b>Brownfields City</b>	<b>Type of Program</b>
<b>Center to Protect Workers' Rights</b>		<b>Silver Spring, MD (headquarters and local city programs in Salt Lake, St. Paul, E. Palo Alto and Los Angeles</b>	<b>Building and Construction Trades</b>
	Salt Lake Community College	Salt Lake City, UT	Community Based Organization
	St. Paul Port Authority Training Program	St. Paul, MN	Building and Construction Trades
	Merrick Community Services	St. Paul, MN	Community Based Organization
	St. Paul Technical College	St. Paul, MN	Community College
	St. Paul Public Schools	St. Paul, MN	City and County Agency
	St. Paul Building and Construction Trades	St. Paul, MN	Building and Construction Trades
	Los Angeles Conservation Corporations	Los Angeles, CA	Community Based Organization/ Non-profit
	Opportunities Industrialization Center West	East Palo Alto, CA	Community Based Organization/Non-profit
	Mission College	East Palo Alto, CA	Community College
	Carpenters Local 217	East Palo Alto, CA	Building and Construction Trades
<b>Clark Atlanta University</b>		<b>Atlanta, GA</b>	<b>HBCU</b>
	Bass-Dillard Neighborhood Issues and Prevention, Inc	Fort Lauderdale, FL	Community Based Organization
	Center to Protect Workers' Rights	Silver Spring, MD	Building and Construction Trades
	South Florida Carpenters' Joint Apprenticeship and Training Fund	Fort Lauderdale, FL	Labor
<b>DePaul University</b>		<b>Chicago, IL</b>	<b>University</b>
	Era Environmental and Safety	Independence, MO	Environmental Training and Abatement Company

	Putz Consulting	Kansas City, MO	Consulting Firm
	Alice Hamilton Occupational Health Center	Baltimore, MD	Non-profit Organization
	Paul's Place	Baltimore, MD	Community Based/Non profit
	Washington Village	Baltimore, MD	Community Based/Non profit
	Neighbors United for Progress	East St. Louis, MO	Non-profit, Civic Organization
	Calle Boyd Community Center	East St. Louis, MO	Community Based Organization
	Southwestern Illinois College	East St. Louis, MO	College
	Louis Community College Center	East St. Louis, MO	Community College
	<b>Laborers-Associated General Contractors Education and Training Fund</b>	<b>Pomfret Center, CT</b>	<b>Labor</b>
	Detroit Works Partnership	Detroit, MI	City Agency
	Michigan Laborers Training Institute	Wayne, MI	Labor
	Detroit Housing Commission	Detroit, MI	City Agency
	University of Massachusetts Lowell	Lowell, MA	University
	Laborers Hopkinton Training Fund	Hopkinton, MA	Labor
	Adult Learning Center	Lowell, MA	County-Public Schools Agency
	Boston Jobs for Youth	Boston, MA	Non-profit Training Organization
	Coalition for a Better Acre	Lowell, MA	Community Based Organization
	Cambodian Mutual Assistance Association	Lowell, MA	Community Based Organization
	<b>University of Medicine &amp; Dentistry of New Jersey</b>	<b>New Brunswick, NJ</b>	<b>University</b>
	NYC Carpenters Labor Technical College	New York City, NY	Labor/Apprenticeship
	New York City Environmental Justice Alliance	New York City, NY	Community Based Organization
	Glen Cove Youth Board	Glen Cove, Long	Workforce Investment

		Island, NY	Organization
	LA Casa de Don Pedro	Newark, NJ	Community Based Organization
	Ironbound Community Corporation	Newark, NJ	Community Based Organization
	St. James A.M.E. Church	Newark, NJ	Faith-based Community Based Organization
<b>Xavier University of Louisiana</b>		<b>New Orleans, LA</b>	<b>HBCU</b>
	Southern University at Shreveport	Shreveport, LA	University
	Clark Atlanta University	Atlanta, GA	HBCU
	Laborers-Associated General Contractors Education and Training Fund	Pomfret Center, CT	Labor
	Laborers-AGC Training Fund	Lavonia, LA	Labor
	Atlanta and North Georgia Building Trades	Atlanta, GA	Labor -Building and Construction Trades
	Center to Protect Workers' Rights	Silver Spring, MD	Building and Construction Trades

**Appendix 6: Brownfields Summary of Type and Number of Courses**

<b>NIEHS/EPA BROWNFIELDS MINORITY WORKER TRAINING PROGRAM SUMMARY OF TYPE AND NUMBER OF COURSES FOR BUDGET PERIOD 09/01/2000-08/31/2001</b>	
<b>COURSE NAME</b>	<b>NUMBER OF COURSES</b>
Adult CPR	5
Asbestos Abatement Supervisor	2
Asbestos Abatement Worker Basic	9
Basic Construction Skills	13
Basic First Aid	8
Basic Math Skills	13
Basic Reading/Writing Skills	7
Basic Superfund Site Worker	20
Business Communications	3
Computer Skills	7
Concrete Practices and Procedures	2
Confined Space	6
Environmental Justice	6
Environmental Preparation	3
Environmental Sampling	4
Environmental Technician	5
GED Training and Certification	1
General Construction Safety	14
Lead Abatement Worker Basic	12
Life Skills	27
Lockout/Tagout	2
Mason Tending	5
Mentoring/Career Guidance	10
Physical Fitness	7
Scaffold	2
Trench Protection Principles of Pipe Laying	1
Underground Storage Tank Basic Worker	3
<b>TOTAL</b>	<b>197</b>

**Appendix 7: Brownfields Summary of Courses Per EPA Region**

<p align="center"><b>NIEHS/EPA BROWNFIELDS MINORITY WORKER TRAINING PROGRAM COURSE PER EPA REGION 09/01/2000 - 08/31/2001</b></p>		
<b>EPA Region</b>	<b>Name of Course</b>	<b>Number of Courses</b>
<b>Region 1</b>		
	Asbestos Abatement Worker Basic	1
	Basic Construction Skills	1
	Basic Superfund Site Worker	3
	Business Communications	3
	Computer Skills	4
	Environmental Justice	1
	Environmental Preparation	1
	Environmental Sampling	3
	Environmental Technician	3
	GED training and Certification	1
	General Construction Safety	1
	Lead Abatement Worker Basic	1
	Life Skills	4
	Mentoring/Career Guidance	3
<b>Region 2</b>		
	Adult CPR	1
	Asbestos Abatement Worker Basic	1
	Basic Construction Skills	2
	Basic First Aid	1
	Basic Math Skills	1
	Basic Reading/Writing Skills	1
	Basic Superfund Site Worker	1
	Computer Skills	1
	Confined Space	1
	Environmental Justice	1
	Environmental Sampling	1
	Environmental Technician	2
	General Construction Safety	1
	Lead Abatement Worker Basic	1
	Life Skills	1
	Mentoring/Career Guidance	1
	Physical Fitness	1

EPA Region	Name of Course	Number of Courses
<b>Region 3</b>		
	Adult CPR	1
	Asbestos Abatement Supervisor	1
	Basic Superfund Site Worker	2
	Confined Space	1
	Environmental Justice	1
	General Construction Safety	2
	Lead Abatement Worker Basic	1
	Life Skills	2
<b>Region 4</b>		
	Basic Construction Skills	2
	Basic Math Skills	2
	Basic Reading/Writing Skills	2
	Basic Superfund Site Worker	2
	Environmental Justice	2
	Environmental Preparation	2
	Life Skills	2
	Mentoring/Career Guidance	2
	Physical Fitness	2
<b>Region 5</b>		
	Asbestos Abatement Worker Basic	3
	Basic Construction Skills	1
	Basic First Aid	1
	Basic Math Skills	3
	Basic Reading/Writing Skills	2
	Basic Superfund Site Worker	5
	Concrete Practices and Procedures	2
	Confined Space	1
	General Construction Safety	4
	Lead Abatement Worker Basic	3
	Life Skills	7
	Mason Tending	5
	Mentoring/Career Guidance	1
	Physical Fitness	1
	Scaffold	1
	Trench Protection Principles of Pipe Laying	1
<b>Region 6</b>		
	Asbestos Abatement Worker Basic	1

EPA Region	Name of Course	Number of Courses
	Basic Construction Skills	2
	Basic Math Skills	2
	Basic Reading/Writing Skills	2
	Basic Superfund Site Worker	1
	Computer Skills	2
	Environmental Justice	1
	General Construction Safety	1
	Lead Abatement Worker Basic	1
	Life Skills	2
	Mentoring/Career Guidance	2
	Physical Fitness	1
	Underground Storage Tank Basic Worker	1
<b>Region 7</b>		
	Asbestos Abatement Supervisor	1
	Basic Superfund Site Worker	2
	Confined Space	2
	Lead Abatement Worker Basic	1
	Life Skills	4
	Lockout/Tagout	2
	Underground Storage Tank Basic Worker	2
<b>Region 8</b>		
	Adult CPR	1
	Asbestos Abatement Supervisor	1
	Basic Superfund Site Worker	1
	Basic Construction Skills	1
	Basic First Aid	1
	Basic Math Skills	1
	Basic Superfund Site Worker	1
	General Construction Safety	1
	Lead Abatement Worker Basic	1
	Life Skills	1
	Mentoring/Career Guidance	1
<b>Region 9</b>		
	Adult CPR	2
	Asbestos Abatement Worker Basic	2
	Basic Construction Skills	4
	Basic First Aid	5
	Basic Math Skills	4
	Basic Superfund Site Worker	3
	Confined Space	1

EPA Region	Name of Course	Number of Courses
	General Construction Safety	4
	Lead Abatement Worker Basic	3
	Life Skills	4
	Physical Fitness	2
	Scaffold	1



**Appendix 8: Three-Year Summary of Students Trained per Awardee**

<b>NIEHS/EPA BROWNFIELDS MINORITY WORKER TRAINING PROGRAM: (THREE-YEAR SUMMARY OF STUDENTS TRAINED PER AWARDEE)</b>				
<b>AWARDEE</b>	<b>1998-1999 STUDENTS TRAINED</b>	<b>1999-2000 STUDENTS TRAINED</b>	<b>2000-2001 STUDENTS TRAINED</b>	<b>TOTAL</b>
Laborers-AGC Education and Training	20	20	79	119
Center to Protect Workers' Rights	270	250	102	622
DePaul University	75	126	60	261
Clark Atlanta University	41	44	16	101
Xavier University			42	42
University of Medicine and Dentistry of New Jersey			30	30
<b>TOTAL</b>	<b>406</b>	<b>440</b>	<b>329</b>	<b>1,175</b>

**Appendix 9: Three-Year Summary of Employment per Awardee**

<b>NIEHS/EPA BROWNFIELDS MINORITY WORKER TRAINING PROGRAM: (THREE-YEAR SUMMARY OF EMPLOYMENT PER AWARDEE)</b>				
<b>AWARDEE</b>	<b>1998-1999 TOTAL EMPLOYMENT</b>	<b>1999-2000 TOTAL EMPLOYMENT</b>	<b>2000-2001 TOTAL EMPLOYMENT</b>	<b>TOTAL</b>
Laborers-AGC Education and Training	15	13	46	74
Center to Protect Workers' Rights	166	154	83	403
DePaul University	62	89	37	188
Clark Atlanta University	20	19	9	48
Xavier University			34	34
University of Medicine and Dentistry of New Jersey			23	23
<b>TOTAL</b>	<b>263</b>	<b>275</b>	<b>232</b>	<b>770</b>

**Appendix 10: Brownfields Job Placement Wage and Salaries**

<b>NIEHS/EPA BROWNFIELDS MINORITY WORKER TRAINING PROGRAM                      JOB PLACEMENT WAGE AND SALARIES                      09/01/2000 - 08/31/2001</b>					
Awardee	Students Trained	Student Place in Jobs	Salary Range		Type of Work
			<i>Yearly</i>	<i>Hourly</i>	
Center to Protect Workers' Rights	102	83		\$6.00 - \$21.00	Asbestos Abatement, Construction, Carpentry, Laborer, Environmental, Masonry, Painting, Truck Driver, and Security
Clark Atlanta University	16	9		\$10.00 - \$15.00	Carpentry, Environmental, and Stocker
DePaul University <sup>1</sup>	60	37		\$10.00 - \$13.00	Asbestos Abatement, Construction, Janitorial, Laborer, Environmental, and Lead Abatement
Laborers-Associated General Contractors Education and Training Fund	79	46	\$25k - \$62k <sup>3</sup>		Construction, Hazardous Waste, Asbestos Abatement, and Environmental
University of Medicine & Dentistry of New Jersey	30	23		\$14.00 - \$36.00	Carpentry, Construction, Hazardous Waste, Lead Abatement, Maintenance, and Masonry
Xavier University of Louisiana <sup>2</sup>	42	34		\$8.00 - \$17.00	Lead Abatement, Asbestos Abatement, Construction, Carpentry Laborer, Environmental, and Masonry

<sup>1</sup>This salary range only includes the AHOHC Program.

<sup>2</sup>This salary range only includes the New Orleans and Shreveport Programs.

<sup>3</sup>This salary range is based on the calculation of yearly salary. [Hourly rate x 2080 hours (hours worked per year = 40 hrs/week x 52 weeks)]

**Appendix 11: Laborers-AGC Job Placement and Salary Chart**

<b>LABORERS-AGC BROWNFIELDS MINORITY WORKER TRAINING PROGRAM JOB PLACEMENT CHART</b>					
<b>BMWTP Student</b>	<b>Student State</b>	<b>Company Name</b>	<b>Annual Salary</b>	<b>Job Title</b>	<b>Field/Type of Work</b>
001	MI	API/Qualified Abatement	\$39,147.60	Asbestos Remover	Environmental
002	MI	API/National Abatement	\$39,147.60	Asbestos Remover	Environmental
003	MI	API/Qualified Abatement	\$39,147.60	Asbestos Remover	Environmental
004	MI	API	\$39,147.60	Asbestos Remover	Environmental
005	MI	API	\$39,147.60	Asbestos Remover	Environmental
006	MA	Hygienetics, Inc.	\$33,280.00	Environmental Technician	Soil sampling at hazardous waste and brownfield sites in Boston
007	MA	Wastewater Environmental Management Laboratory	\$29,120.00	Environmental Technician	Collects and analyzes wastewater samples for toxic chemicals
008	MA	Laborers Local 222/K&C Construction	\$32,032.00	Laborers Apprentice	General construction, rehabilitating the Everett, MA power plant
009	MA	Laborers Local 222/K&C Construction	\$32,032.00	Laborers Apprentice	General construction, rehabilitating the Everett, MA power plant
010	MA	Laborers Local 175/Nova Construction	\$32,032.00	Laborers Apprentice	Renovation of Macys at Burlington Mall
011	MA	Laborers Local 175/Nova Construction	\$32,032.00	Laborers Apprentice	Renovation of Macys at Burlington Mall
012	MA	Laborers Local 175/Nova Construction	\$32,032.00	Laborers Apprentice	Renovation of Macys at Burlington Mall
013	MA	Joan Fabrics	\$27,040.00	Waste Handler	Monitors and prepares waste for disposal at Lowell's only remaining textile company
014	MA	Safety Clean	\$27,040.00	Environmental Technician	Cleaning aircraft engine parts, removing chemical waste from GE aircraft engine plant in Lynn, MA
015	MA	Safety Clean	\$27,041.00	Environmental Technician	Cleaning aircraft engine parts, removing chemical waste from GE aircraft engine plant in Lynn, MA
016	MA	Safety Clean	\$27,042.00	Environmental Technician	Cleaning aircraft engine parts, removing chemical waste from GE aircraft engine plant in Lynn, MA

<b>BMWTP Student</b>	<b>Student State</b>	<b>Company Name</b>	<b>Annual Salary</b>	<b>Job Title</b>	<b>Field/Type of Work</b>
017	MA	Resource Options	\$27,040.00	Environmental Technician	Unloading and loading residential hazardous waste in Sharon, MA; conducting air monitoring at hazardous waste site in Quincy, MA
018	NC	Onsite Environmental	\$24,960.00	Environmental Technician	Cleaning burnt buildings and environmental spills at brownfield sites in Charlotte, NC
019	MA	Onsite Companies	\$62,400.00	Field Technician	Hazardous waste site preparation - digging dist, silt fence installation, general labor in Boston
020	MA	Onsite Companies	\$62,401.00	Field Technician	Hazardous waste site preparation - digging dist, silt fence installation, general labor in Boston
021	MA	W.R. Grace	\$36,000.00	Research Technician	Conducts chemical testing and analysis at Cambridge, MA laboratory,
022	MA	Deaconess Medical Center	\$29,120.00	Medical Assistant	Office Administration

## Appendix 12: Brownfields 2001 List of Relevant Sessions

- Brownfields Basics Track – Public Health & Brownfields: They're Closer Than You Thought
- Brownfields Basics Track - Heard on the Hill: Federal Legislative Initiatives & What They Mean for Brownfields Efforts
- Brownfields Basics Track – Tech Tools: Innovative Tools for Brownfields Projects
- Brownfields Basics Track – Now Showing: Effective Community Presentations
- Leveraging Resources Through Partnerships – UST Site Reuse Matters: Lessons from the Initial UST Field Pilots
- Leveraging Resources Through Partnerships – A Study in Creative Leveraging and Partnerships: The Chicago Brownfields Initiative
- Leveraging Resources Through Partnerships – The Community is the Expert: Utilizing the Community Impact Statement
- Leveraging Resources Through Partnerships – Communication, Cooperation, and Collaboration: The Environmental Justice Interagency Demonstration Project
- Leveraging Resources Through Partnerships – Brownfields Showcase Communities: Models of Effective Local-Federal Collaboration
- Making It Happen – “Portfields” as Brownfields: Revitalizing Civil and Military Ports, Marinas, and Shipyards
- Making It Happen – Indian Country & Brownfields: New Partnerships for Success
- Creating Value & Sustainability – Culturally and Community-Sensitive Redevelopment
- Creating Value & Sustainability – Let's Get to Work: Training Community Residents for Environmental Careers *\*Note: NIEHS awardees presenting in this panel.*
- Marketplace of Ideas – ATSDR Roundtable
- Marketplace of Ideas – Brownfields Redevelopment/Environmental Justice – What Does This Mean to the Host Community?
- Poster Presentations – Creating Urban Villages from Brownfields
- Poster Presentations – Owner-Funded, Community-Driven Reuse Planning: A New Model to Get Things Moving
- Poster Presentations – The Select Steel Analytic Shortcut: Is There Justice for Environmental Racism?
- Poster Presentations – Community Involvement in Environmental Justice Communities: Lessons from the Field
- Poster Presentations – Securing Government Funding for Brownfields Redevelopment Under BEDI
- Poster Presentations – The Role of Urban and Community Forestry in Brownfields Remediation and Redevelopment
- Poster Presentations – Development and Implementation of a Strategic Framework and Specific Procedures to Incorporate Environmental Justice Principles and Practices into State Environmental Programs
- Special Sessions – Proposed Changes to the Minority Business Enterprise/Womens Business Enterprise Rule: USEPA's Office of Small and Disadvantaged Business Utilization (OSDBU)