



Brownfields Minority Worker Training Program Accomplishments Report



Period Covered:
September 1, 2001- August 31, 2002

Submitted by the



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Environmental Health Sciences**

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1.0 INTRODUCTION

The National Institute of Environmental Health Sciences (NIEHS) conducts biomedical, public health, environmental research; and training programs for those engaged in environmental cleanup and remediation efforts; and outreach and education to the public on environmental health related issues.

NIEHS was given major responsibility for initiating a training grants program under the Superfund Amendments and Reauthorization Act of 1986. The NIEHS Worker Education and Training Program (WETP) funds qualified non-profit organizations develop and deliver high quality safety and health training to workers who are involved in handling hazardous waste or in responding to emergency releases of hazardous materials. The major objectives of the program are to prevent work-related harm by assisting in the training of workers in how best to protect themselves and their communities from exposure to hazardous materials encountered during hazardous waste operations, hazardous materials transportation, environmental restoration nuclear weapons facilities, or chemical emergency response, and to undertake brownfields and minority workforce development.

Since 1998, the Brownfields Minority Worker Training Program has flourished as WETP expanded the successful Minority Worker Training Program to more cities that participate in brownfields redevelopment efforts. Training workers to safely enter the environmental cleanup field has been a great opportunity for the WETP and has allowed the program to build on our extensive health and safety training background and target Brownfield communities across the country. This collaborative effort between the NIEHS and the US Environmental Protection Agency (EPA) via Interagency Agreement has continued to promote the goals of the Brownfields Program that are "to work together in a timely manner to prevent, assess, safely clean up, and sustainably reuse brownfields". The WETP is also committed to the National Brownfields Partnership Agenda and supports the principle that the "federal government can most effectively help communities assess, clean up, and redevelop brownfields by linking our diverse programs in close partnership". The involvement by NIEHS in the Brownfields National Action Agenda has led to several commitments that are described in this report.

Since 1997, NIEHS WETP staff and awardees have actively participated in the EPA Brownfields Conferences each year. At the Brownfields 2002 Conference held in November, NIEHS WETP hosted a meeting for the grant recipients and other federal partners. The meeting focused on issues regarding measures of success, reporting of program demographics, and re-defining job opportunities. Each representative from the 5-awardee communities gave brief presentations on accomplishments of training. Also EPA and Federal Deposit Insurance Corporation (FDIC) staff spoke on collaborative projects and initiatives between NIEHS and their agencies in support of the Brownfields Action Agenda. A summary of all of these activities is included in this report.

The NIEHS Brownfields accomplishments described in this report demonstrate the long-standing commitment to developing quality health and safety training program that has been the core of the WETP Hazardous Waste Worker Training Program since 1987. The Brownfields and Minority Worker Training Program continues to test strategies to educate new workers in life skills training, mentoring, remedial science and math, and specific health and safety training that will ultimately assist them with entry into careers in the construction and environmental remediation and technology workforce.

2.0 CURRENT COOPERATIVE AGREEMENT AWARDS

For the period of September 1, 2000 to August 31, 2005, the NIEHS made 5 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 a particular focus on mentoring activities.

The awardees for the Brownfields program are listed below.

- Center to Protect Workers' Rights
- National Puerto Rican Forum Inc.
- Laborers-Associated General Contractors Education and Training Fund
- University of Medicine and Dentistry of New Jersey
- Xavier University of Louisiana

The current Brownfields programs focus on the development of specialized MWTP 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 (5) 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.

3.0 2001-2002 PROGRAM HIGHLIGHTS: PROGRESS TO DATE

This report covers the September 1, 2001 to August 31, 2002 training period. The funding for this period is provided by interagency agreement for the fiscal year 2001 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 NIEHS provided funds for training activities for 5 awardees. Funding per awardee since 1998 is summarized in Appendix 1. The five awardees provided in depth life skills and environmental training to **341** local residents in the 15 Brownfields communities as indicated in the chart below. This increases our number to **1,516** trainees receiving services with a 65% employment rate over the past three years as indicated in Appendix 2. The number of trainees at these sites has increased due to aggressive recruiting by several programs.

Of the 341 trainees, 208 are employed, at a 61% employment rate; 81% of the trainees are male; 62% are Black/African American; and most are between 18-35 years of age. This information is summarized in Appendices 2, 3, 4, and 5.

Brownfields Minority Worker Training Program Awardees and Target Communities

Awardee	Number of Communities	Brownfields Communities	Job Placement Rates
Center to Protect Workers' Rights	4	East Palo Alto, CA and Los Angeles, CA; Salt Lake City, UT; and St. Paul, MN	58%
Laborers-AGC Education and Training Fund	3	Lowell, MA; Boston, MA; Detroit, MI	54%
National Puerto Rican Forum, Inc.	2	Kansas City, KS/MO and Baltimore, MD	62%
University of Medicine & Dentistry of New Jersey	3	New York City and Glen Cove, NY; and Newark, NJ	77%
Xavier University	3	New Orleans and Shreveport, LA & Atlanta, GA	71%
Totals:	15		61%

The programs were successful in building strong collaborative relationships with the Brownfields Community and other organizations working within specific target areas. (See chart on collaborations in Appendix 6.) A detailed description of each of the programs is included in this report. In addition to the descriptions, specific data on program employment and contact hours are vital pieces of information as they show the effectiveness of the training programs. For the BMWTP, approximately **151,893** contact hours of training were performed through a variety of **210** courses offered in all but one region (Region 10) as described in Appendices 7, 8 and 9. We continued the programs offering 2 distinct tiers or tracks of training; one in environmental technology and one in construction training through L-AGC. New courses developed include revisions to the NJ/NY Consortium ecological restoration course due to the need for specialized education around wetlands, coastal and port areas surrounding New York City and Glen Cove, NY. Other programs added specific courses related to construction and cleanup efforts such as concrete technology, ecological restoration, and chemistry, environmental science and preparation. The diversity of the training provided was powerful in assisting trainees to become more marketable in the environmental and construction community. As a result of this specialization, trainees' salary and wages continue to be attractive ranging from \$9.50 to \$34.00 an hour. This is described in Appendix 10.

The Laborers-AGC Education and Training Fund (L-AGC)

The L-AGC Brownfields program, now in its fourth year of program implementation, trains community residents in three communities-Lowell, Massachusetts; Boston, Massachusetts; and Detroit, Michigan. The Lowell and Boston programs are managed and implemented by the University of Massachusetts Lowell (UML) and their subcontractors. The Detroit program is jointly managed and implemented by the Detroit Works Partnership (DWP) and L-AGC affiliated training fund, the Michigan Laborers' Training and Apprenticeship Institute (MLTI). All programs provide comprehensive training that focuses on improving

basic academic skills, life skills, safety and health skills, and environmental remediation and construction job skills of disadvantaged residents of color living in communities in or surrounding brownfields.

Coordinated efforts have produced a total of 70 trainees between the three programs with various levels of environmental remediation and construction job skills. A total of 30 individuals were trained in Lowell, MA; 16 trainees in Boston, MA and 24 trainees in Detroit, MI. All programs offer basic academic and life skills training. Trainees received a variety of job skills training specific to brownfield clean-up efforts in their respective areas. The Lowell BMWTP continued its characteristic two-track program of construction and environmental technology. The Boston BMWTP ran two different cycles of trainees offering job skills training in hazardous waste remediation, environmental science, technology, and sampling. The Detroit BMWTP continued training in mason tending, pipe laying, and concrete technology in an effort to meet the employment opportunities in brownfield remediation efforts in the Detroit metropolitan area. This unique aspect of the Detroit program of providing a wide array of training offered to trainees has been very beneficial. In addition to basic skills and life skills training, the MLTI offers nine different courses, a total of 16 weeks or 536 hours to each trainee. Other unique classes include OSHA safety and health, and arc X gas torch cutting and burning operations. This variety of training makes trainees extremely marketable for employment opportunities in the area.

The Brownfields program gives L-AGC the opportunity to be involved in giving community residents the opportunity to gain skills that will help them to clean up and improve abandoned or idle environmentally contaminated properties in their communities while improving their economic independence through employment. The total job placement for the Laborers BMWTP is 38 trainees or 54%. Salaries range from \$14,560 to an impressive \$46,800 annually (see BMWTP Job Placement Chart in Appendix 11). The inclusion of new minority workers into the Construction Craft Laborer (CCL) apprenticeship program has continued to flourish. Several students of the Lowell program were employed at a Superfund site in Boston, Yankee Environmental, which was a result of the involvement of the Laborers- AGC New England Apprenticeship Program and Training Fund. The CCL Apprenticeship Program allows for mentoring and lifelong education and training along a broad career path.

Entry of trainees working in the environmental industry continues to be a focus of this program. In the Lowell program, the graduates are now working at Mill City Environmental and Resource Options, Inc., as field technicians; Laborers Local 429 with Modern Continental, Alpine Environmental as a lead abatement worker; and On-Site Environmental in demolition. For the Boston group, nearly all of the newly employed trainees are field technicians on hazardous waste sites with Triumvirate Environmental in Somerville, Massachusetts, with one working as a lab technician at Alpha Analytical, sampling and analyzing extractable and volatile organics using a mass spectrometer and gas chromatograph, and one has started his own janitorial business. In Detroit, local construction companies employ the majority of the workers.

In Region 1, the Lowell and Boston Programs continue to work collaboratively with the EPA Region 1 Office, local organizations, and companies to promote the training programs. For example, in Lowell, trainees participated in 3-week internships (77 hours) at Lowell Wastewater, UML, Leggette, Brashears & Graham, EPA, and Woodward & Curran. Math, Chemistry, Computers, and Introduction to the Environment were taught by UML. Job Readiness was taught by CBA. Change Dynamics, Inc taught business Communication. Field trips to Brownfield sites in Lowell, a working brownfield cleanup in neighboring Tewksbury, the Charles George Landfill in Tyngsboro (a superfund site), the local wastewater treatment plant, and the new EPA Region 1 Laboratory in Chelmsford were part of the curriculum. While most classroom instruction was held at CBA, laboratory sessions were held at UML. All 21 initial trainees

in the environmental technician, Construction Fast Track 1 and Construction-GED programs completed the environmental preparation course. The course includes background on the environment, Brownfields, environmental justice, and the concept of sustainable communities.

The Boston Environmental Technician program under the leadership of JFYNET conducted its training in conjunction with Suffolk University and UML, along with various partnerships in the Boston community. Suffolk provided chemistry and environmental science; UML/New England Consortium provided the 40-hour hazardous waste training. JFY staff taught math, computer training, business communication, professional development, and job readiness. The program included field trips to the EPA Lab, the Boston wastewater treatment plant, Woods Hole marine research facility, and trips to three brownfield sites in Boston coordinated by the Boston Redevelopment Authority. Guest speakers included Robert Duran, the director of the Massachusetts Department of Environmental Protection, and Region 1 EPA Administrator Robert Varney.

Success Stories

There are success stories of specific graduates in every L-AGC program. These anecdotal stories are an excellent gauge of training effectiveness. For example, trainees overcame tremendous hardship to stick with the 18-week UML Environmental Tech Track. One trainee, a 22-year old Cambodian male, had three small children. His 1-year old daughter was suffering from kidney failure, going in and out of Boston Children's Hospital. However he missed very little time from the course, scheduling his hospital visits around class time, and only missing time when the child had to be taken by ambulance to Boston. His determination to finish was so inspiring to his fellow trainees, they elected him as their spokesperson at graduation. In his speech, he talked about the importance of setting an example for his children and of making his elders proud of him.

All of the Lowell environmental technicians traveled 45 minutes on a cold rainy Saturday morning to take the certification test to become a wastewater treatment technician, an additional credential that should be helpful in getting jobs. All trainees passed the exam. In addition, UML Lowell environmental technicians were taught how to use GIS mapping software, a skill that is very useful for environmental assessments. One trainee took data from an assessment of a brownfield site in the Acre where a middle school is planned. He mapped locations and quantities of the various toxins by color-coding, and the map was to be used at a community meeting discussing the school issue. Because of this experience, he was able to learn basic AutoCAD during his 3-week internship and became fairly proficient. In addition, the environmental technician trainees took lead and asbestos supervisor courses instead of worker courses. In order to receive state certification, trainees had to pass a state exam. Of the 7 trainees who took the test, all earned their certifications. Licensing and testing in this program were funded by a supplemental Housing and Urban Development (HUD) training grant from the City of Lowell.

In the Detroit, a trainee stated, "Applying to Detroit Works Partnership Brownfield Program through the Laborers turned my career around. Prior to training I worked in housekeeping at one of the local hospitals, making more than minimum wage but not enough to really support my family. After going through the program, I'm now working with a major construction company making \$25.00 an hour. I've joined the union and now have benefits for myself and my family, and I am now able to provide better for my family." A second Detroit trainee stated, "When I applied to DWP I was working as a security guard making only \$8.25 an hour. I never imagined that at the age of 21, I would have all of this training I've acquired, become a union member, and work in the construction industry."

The Center to Protect Workers' Rights (CPWR)

CPWR, through its four Brownfields Showcase Communities, administered the Brownfields Program. The following cities and community-based organizations served as the lead-agencies representing the Consortium: East Palo Alto, CA - Opportunities Industrialization Center-West (OICW); Los Angeles, CA - Los Angeles Conservation Corps (LACC); Salt Lake City, UT- Salt Lake City Community College (SLCC); and St. Paul, MN- Merrick Community Services. The goal of the BMWTP was to provide life skills, construction and environmental worker training to 85 minority youth living in and around designated brownfields of these cities.

The Brownfields pre-apprenticeship and environmental construction-training model implemented in each of the four cities consisted of five components:

- (1) Life Skills- recruitment, screening, selection, case management, counseling, job readiness, ESL classes, GED training and testing, day care and transportation;
- (2) Construction Skills- trade specific introduction to one or more building trades union's crafts;
- (3) Environmental Skills Training- lead-abatement worker training, asbestos abatement worker training, hazardous waste/basic superfund site worker training, and confined space training;
- (4) Job Development/Job Placement- identifying environmental cleanup and construction jobs and placing program graduates with employers engaged in the environmental cleanup or general construction industries;
- (5) Job Tracking- following students for a one-year period. Each component of the program is available to all program participants based upon an individual's need.

As a result of these five components, a total of 66,888 contact hours of training were provided to 134 students. The CPWR Consortium exceeded the goal to train 85 minority students and trained a total of 134 students: East Palo Alto - 56 students; Los Angeles - 29 students; Salt Lake City - 27 students; and St. Paul - 22 students. Each consortia member effectively recruited students from the target population for training in environmental cleanup and construction. Also, three of the four BMWTP held Job Fairs. The programs indicated that this concept was very successful and aided tremendously in developing jobs for program graduates.

The BMWTP Consortium provided training to an ethnically diverse population. There were 16 American Indian, 8 Asian, 54 African American, 47 Hispanic and 9 Pacific Islander. Importantly, as of August 31, 2002, the programs met or greatly exceeded their program training goals with excellent retention of students because the programs felt they were more successful with recruitment and screening.

Job Placement

Of the 134 students trained, a total of 77 graduates were placed. Thirty-five (35) students were placed in union apprenticeships, 17 secured jobs in environmental fields and 25 were employed in other fields or non-union construction. See summary chart below on training accomplishments:

City	Proposed # Trained	Actual # Trained	Graduated	Employment
East Palo Alto	25	56	53	33
Salt Lake City	20	27	27	17
St. Paul	15	22	22	12
Los Angeles	25	29	26	15
Totals	85	134	128	77

The local groups coalesced to find jobs for the program participants. Brownfields redevelopment sites were targeted as potential work sites. However, this program year job placements did not materialize as quickly as in past years. Traditionally, almost immediately upon graduation, participants were placed in jobs. The cities reported that after the tragedy of 9/11 construction jobs closed down due to security issues, and contractors started retooling the job sites in late April 2002 and had not yet hired back laid-off workers. Contractors called back journeypersons and laid-off apprentices first. Cities reported that graduates of this year's program could not receive preference until all laid-off workers returned. As of August 31, 2002, the BMWTP reported that job placements were greater than initially anticipated although the market remained sluggish.

Leveraging Resources

One noteworthy program accomplishment of CPWR's BMWT Programs was that each program began identifying resources to leverage their grant funds. Most often these funds augmented the program activities or allowed the training of additional students. The lead agency in each of the four cities provided various levels of in-kind supportive services such as tuition for day care and housing assistance payments. Funds for these in-kind services were secured by the lead agency through foundations, state-funded programs such as Welfare-to-Work, and other community resources such as the local Private Industry Council. For instance, in Salt Lake City, the Salt Lake City Community College offered the Life Skills component with the costs for these services borne by the college. In St. Paul, East Palo Alto, and Los Angeles, the respective lead agencies afforded program participants a myriad of social services to supplement grant-funded activities. While the agencies provided the life skills, construction skills, job development and job tracking, the Center to Protect Workers' Rights' master trainers conducted the lead abatement, asbestos abatement, hazardous waste worker and confined space training courses.

Success Stories

Another noteworthy achievement occurred at the East Palo Alto program. The City of East Palo Alto's Redevelopment Agency Division Manager served on the program's Technical Advisory Committee (TAC). The Redevelopment Agency was a valuable resource for the program and provided information about brownfields projects underway and planned for the future. The City of East Palo Alto enforced its first source hiring policy that legislates that 30% of the jobs must go first to qualified applicants who resided in East Palo Alto. This ordinance also states that sub-contractors with businesses in East Palo Alto get a chance to bid on all jobs. Both sections of this ordinance significantly impacted graduate placements at

Brownfields redevelopment sites with many students from the East Palo Alto program going to work at Baylands Recovery Project. According to a newspaper article in the San Mateo County Times, "Forty percent (40%) of the work force on the first phase of the project was made up of local residents and were hired through the East Palo Alto BMWT "Project Build" program." The San Jose Mercury News also ran a great story about the trainees who were employed at the Baylands Recovery Project. It should also be noted that twenty (20) of the thirty (30) East Palo Alto brownfields graduates from last program year, 2000-01, are still employed and earn an average wage of \$14.58 per hour.

National Puerto Rican Forum, Inc. (NPRF)

The goal of the NPRF Consortium was to train 25-30 students in Baltimore, Maryland with Alice Hamilton Occupational Health Center (AHOHC) and train 25-30 students in Kansas City, Missouri with Era Environmental and Safety, Inc. (Era). Each program develops plans to help students initiate careers in the environmental field and provide them with the skills to make economic improvements for themselves, their families and their communities. Of the 53 students trained, thirty-six (36) were from Kansas City, Missouri and seventeen (17) were from Baltimore, Maryland. The programs ran an average of eight (8) weeks each. The Baltimore program started in September and the Kansas City program began in October. The Office of Applied Innovation (OIA) also provided course instruction for the Kansas City program.

Job Placement

Overall, the program trained 53 individuals with approximately 62% of the trainees employed. Students were provided with 824 hours of classroom and hands on training, and 11,708 contact hours were generated. The two programs consisted of thirty-seven (37) males and sixteen (16) females.

The Baltimore Program

For the first time in Baltimore, AHOHC conducted the BMWT Program in Spanish. AHOHC contracted with a local community college to provide English as a second language and other life skills training. In the fall, AHOHC provided the overall coordination and implementation of the program as well as the technical training that included lead and asbestos worker courses, the 40-hour HAZWOPER, and general construction safety. A total of seventeen (17) Hispanic men and women were trained and sixteen (16) are now employed. Seven (7) are currently employed in the environmental/construction field, three (3) are employed in the restaurant industry, three (3) are working in administrative/clerical positions, and three (3) work for an ice cream company.

In addition to courses in lead and asbestos abatement, the 40-hour HAZWOPER and life skills training, the Baltimore BMWT participants received fitness for training screening at the onset of the program in September. Special measures were taken in choosing a Spanish-speaking physician to conduct physicals for the group since the class was entirely Hispanic. For the Baltimore program, 26 courses were offered with 280 hours of training resulting in 4712 contact hours.

Having a Spanish round of training in Baltimore for the first time presented some challenges for the Baltimore BMWT Program. One week of English as a Second Language (ESL) training was provided as a life skills component. The ESL course was provided by a community college. There were two students who did have some trouble passing the physical, but they were able to understand why by talking with the physician.

Leveraging Resources

By identifying effective local service providers and leveraging available resources, AHOHC has strengthened its program over the past three years. The Bridges to Friendship network continues to be a helpful source of contacts with local providers. AHOHC's own emphasis on reaching out to underserved Hispanic communities is an important contribution to the program as a whole. NPRF also provides beneficial insights into how the program can effectively outreach and meet the needs of this target population. To increase the environmental job opportunities for its graduates, AHOHC attended a workshop hosted by EPA Region III for Brownfields Pilot coordinators, developers and local and state governments at the Montgomery Park Business Center in Baltimore, Maryland. The rehabilitation of Montgomery Park is a model of green design and has been a job site for AHOHC's past graduates. Other partners such as Baltimore City Office of Employment Development provided cost of living payments of \$40 per day to the participants. The University of Maryland provided a focus meeting following the training for evaluation purposes and the Centro de La Comunidad provided social work services through a University of Maryland School of Social Work Intern, as well as employment assistance in non-environmental employment placement.

Kansas City Program

In Kansas City, Era, a local female-owned environmental company, coordinated outreach, recruitment, lead and asbestos training and placement of the BMWT students. Era also provided additional training in Adult CPR, mold remediation, air sampling, and First Aid. Although Era Environmental delivered most of the technical training for the Kansas City BMWT Program, OAI also provided training. OAI delivered the 40-hour HAZWOPER, life skills/ Instrumental enrichment, underground storage tanks, lock-out/ tag-out, and confined space training. In addition, OAI provided support to Era and its staff in the follow-up and tracking of students by maintaining student data, course data, attending local class events, assisting with the overall coordination of the program as well as providing support in curriculum development and instructional technology. Overall, 26 courses were conducted for 544 hours and 6996 contact hours.

A total of thirty-six (36) students were trained and seventeen (17) are now employed. The majority of the students were referred to the program from Premier Development Services, a community development organization. Premier is a wholly owned subsidiary of Guinotte Manor Tenant Association (GMTA). Premier was established in 1998 to provide residents of the public housing development, Guinotte Manor, an opportunity to be employed on work sites supported with HUD funding, utilizing the Section 3 legislation. The potential for construction jobs is good for the students who are still seeking employment because of the organization's connection to HUD funded projects.

Era's direct connection with the environmental remediation industry in the Kansas City area has proven invaluable to the program in ensuring job placements. Since BMWT's inception, Era has taken ownership of the program by reshaping and refining the curriculum and actively advocating for greater employment opportunities in the business community, on behalf of the participants.

Success Stories:

The final graduation ceremony for the BMWT students in Kansas City was held on Saturday, April 13, 2002. OAI's Sheila Pressley was the keynote speaker, and each student addressed the group. One young lady's incredible testimonial told of her personal struggle in an abusive marriage while enrolled in the program. Everyday, in order to come to class and to study each night to learn her course material, the student endured abusive confrontations with her husband. With tears in her eyes, she spoke of her embarrassment when her classmates witnessed an attack by her husband in the parking lot outside class.

Because of the BMWT program, she now works as an air-monitoring technician during the day, and an environmental abatement worker in the evenings. Her salary ranges from \$15 to \$17 per hour. She is no longer a part of an abusive relationship, and she plans to buy a home in the near future.

New Jersey /New York Consortium (NJ/NY Consortium)

The training partners for the NJ/NY Consortium are the New York District Council of Carpenters Labor Technical College (LTC) and the New York City Environmental Justice Alliance (NYCEJA). The BMWT Program is housed in Newark, New Jersey, at the Blake House, an historic building on the St James AME Church campus. The historic African American church has also been an instrumental partner in the success of the BMWT Program for the NJ/NY Consortium. The BMWT Program for 2001-2002 was co-administered by the previously named training partners. A weaker than expected economy, a newly arisen regional budget deficit situation, and the tragic events of September 11, 2001, resulted in lowered expectations for employment and job placement.

The second year of the BMWT Program brought with it new programming, and lessons learned from our first year, which by all measures was a success. The area covered by the NJ/NY Consortium's BMWT Program starts in Newark, New Jersey and its surrounds, through northern New Jersey, north to New York City, and east to Glen Cove, Long Island, an EPA Brownfield Showcase Community. Newark was chosen due to its central location, 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 training is a 17 week program, which includes 12 weeks of life skills, basic math and writing skills, and job readiness training. Additionally, it includes construction trades skills and basic first aid and physical fitness. Five weeks are dedicated to safety and health training in hazardous waste, asbestos, lead, and confined spaces.

The recruitment process, run primarily by the St. James AME Church, 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. The effort, supervised by the BMWT Program Coordinators, who were employees of NYCEJA, and the Labor Technical College, touched base with over 300 men and women throughout the area, and resulted in 86 people being invited to participate in the final competitive phase, known as the Try-Outs.

The results were 35 especially determined students enrolled in the pre-apprentice style training in January 2002, most with special assistance needs. During the Program year, it was necessary to house some of our homeless students, work closely with students to reinstate their 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 administration of the BMWT Program, working with Ironbound Community Corp. and the Glenn Cove Youth Board was able to assist students with GED testing, and selecting from new areas of employment, including high tech environmental remediation. . The BMWT Program was able to solidify its collaboration with Habitat For Humanity in New Jersey. The students worked with their Carpenter Shop teachers to learn onsite skills for employment in a construction environment. Students traveled to New York City for their Shop classes; New Brunswick, New Jersey for the environmental health and safety component; and Newark, New Jersey for the classroom training. Some of the highlights include an expanded computer literacy program, the expansion of the Carpenters Union's role in the BMWT Program, instituting a program based drug screening component, and the employment of

66% of the graduates within 4 weeks during a recession like period in the construction and remediation industries.

The training cycle was completed on May 10, 2002 with the graduation of 30 students or 86% of those who started the Program in January 2002. As of June 1, 2002, those graduates are in various phases of employment with most having secured employment within four weeks of graduation. Since June 1, 2002, the Center pursued additional job placements, and successfully placed an additional student. As of August 31, 2002, 24 students (80%) of the graduates were employed. With 24 students employed, the overall job placement rate for the program was 69%. Jobs include construction and environmental remediation. Five graduates are working at Brownfields sites.

The program continues to try and meet the special needs of our students. Due to the life experiences of our participants, and the lengths the administration and participating community partners went to in recruiting from the most impoverished areas of the New York, New Jersey metro area, the program, and its resources were overwhelmed by the levels of poverty, spousal abuse, ignorance, low self-esteem, and homelessness that existed. The Co-Program Coordinator, Lisa Bethea, and the CBOs, notably, St. James AME Church, Glenn Cove Youth Board, and the Ironbound Community Corp., ran tutorials outside of class hours, assisted in providing transitional homeless housing, ran group sessions, visited Social Service Agencies, and assisted in Court, bail and disciplinary proceedings. In addition, due solely to their efforts, the BMWT Program expanded computer based education and instruction materials to assist those students whose barriers to learning include diagnosed learning disabilities and language. Pre and post TABE Test results indicates that a student who completed the program raised his/her reading scores by 3 grade levels and math scores increased by 2 grade levels. This is particularly significant given the technical nature of environmental remediation courses. Included in this year's training were expanded life skills workshops in goal setting, finance, business and report writing, and nutrition.

Job Placement & Training

The program conducted 832 hours of training in 19 courses that represents 27,333 contact hours of training. Of the 19 courses, the 3 major categories included 7 environmental/health and safety courses, 3 construction courses, and 6 life skills/remedial education courses. As a result of these courses, twenty-four students have been placed in appropriate work assignments. The employment patterns for this year's 24 graduates are as follows: 14 or (58%) are members of building trade or municipal unions, including 6 as Carpenters, 2 as Stationary Engineers, 2 as Environmental Remediation/Laborers, 1 as a Painter, 3 in Environmental/Chemical Remediation. The other 10 students are working in Asbestos and Lead Abatement jobs. The data are based upon interviews with program graduates and their employers, and verified by a review of pay stubs and union records.

Training is designed to assist students' entry primarily into construction and environmental assessment and Brownfield cleanup work, and secondarily into higher education and other related employment. It is the hope of the NJ/NY Consortium that many students will gain entry into local environmental remediation and construction unions. These union programs often result 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 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.

Students who are currently working are earning an average of \$15.80 per hour (\$26 including benefits). The minimum wage earned is \$10.50 per hour, while the maximum is \$34.00 per hour. A comprehensive report will follow in the coming months detailing placement patterns, work histories and work responsibilities.

Success Stories

One student has accepted a position with the Newark, New Jersey Department of Water, based on his ecological restoration training, while another is employed with a leading Enviro-Tech firm in New Jersey. The successful placement of 66% of our graduates within four weeks, 17% of our graduates close to achieving their GEDs, and students utilizing the ecological restoration curriculum for their employment reflects some of the strengths of the BMWT program in the New Jersey/New York area, and is indicative of the appropriately intensive and extensive outreach/recruitment and screening program that BMWTP initiated, and will continue to fine tune as they proceed.

The Consortium is continuing to work with those students who have not connected with the employment field of their choice. Hiring has gone at a pace faster than could have been thought likely, given the economic conditions in the area. Those remaining unemployed at this time are enrolled in the Job Club component at St. James AME Church.

Xavier University of New Orleans (Xavier)

The Deep South Center for Environmental Justice (DSCEJ) at Xavier in collaboration with Southern University at Shreveport (SUSLA), Clark Atlanta University (CAU), the L-AGC (L-AGC), and the North Georgia Building Trades, implemented year two of the Brownfields Minority Worker Training Program. The program targeted forty (40) trainees from three sites: New Orleans, LA (Greater New Orleans Brownfields Job Training Program), Shreveport, LA (Shreveport Brownfields Minority Worker Training Program), and Atlanta, GA (Atlanta Brownfields Minority Worker Training Program).

The Greater New Orleans Brownfields Job Training Program (NOB2) targeted fifteen (15) individuals, 18 years old or older, from the greater New Orleans metropolitan area, inclusive of the communities in central city, Gert Town, Tremé, the Agriculture Street Landfill area, uptown/St. Thomas, the lower 9th ward, Algiers, and New Orleans East. The six-week basic skills classes were held on XU's campus. Technical training was provided by the L-AGC at their training facility in Livonia, LA. Technical training consisted of General Construction (80hrs), Hazardous Waste Worker (80hrs), Lead Abatement (40hrs), Asbestos Abatement (40hrs), and Underground Storage Tank Removal (32hrs).

The Shreveport Brownfields Minority Worker Training Program targeted ten (10) individuals, 18 years old or older, from Shreveport's inner city area, including the Agur Industrial area, Allendale, Cedar Grove, Highland/Stoner Hill, Ledbetter Heights, and Queensborough. The four-week basic skills segment was held on SUSLA's campus. The technical training course was provided by L-AGC in Livonia, LA. The technical training consisted of an 80-hr specialized Construction course with concrete work.

The Atlanta Brownfields Minority Worker Training Program targeted fifteen (15) individuals, 18 years old or older from African American communities in the Atlanta Empowerment Zone and East Point, GA. The six-week basic skills segment was held on CAU's campus. North Georgia Building Trades provided technical training. The technical training consisted of general construction (80hrs), hazardous waste worker (80hrs), and lead abatement (40hrs).

The recruitment plan at all three sites involves an ongoing effort to accumulate applications from interested parties throughout the year, followed by an active recruitment phase during the several months preceding program startup and orientation. Active recruitment efforts are made through the community advisory boards and are facilitated by the Community Outreach Coordinators at each site. The extended orientation process includes testing, interviewing, and the Week of Endurance. These activities are conducted by instructors and counselors who work within the programs, and serve as an additional screening tool as well as a means of introducing potential participants to the program, its requirements and staff.

Basic Skills training is a four to six-week segment that features academic enhancement and emphasizes life skills development or improvement. Course offerings include study skills, mathematics, introduction to hazardous materials, physical fitness, life skills, computer basics, job readiness, and individual and group counseling. The work-based curriculum has been developed and improved to address the academic needs encompassed within technical training for the environmental remediation field. Physical fitness offerings reflect that which is most available and most appropriate to program outcomes in the way of instructors/facilities at the various sites. The recently developed Job Readiness course mirrors the offerings of the Life Skills coursework through a set of complementary activities. The total number of trainees who successfully completed basic skills training was 49.

In order to track academic progress in the program, all of the trainees are assessed in reading skills through pre and post testing. The trainees are also administered pre and posttests in mathematics and hazmat (where applicable). There was an overall improvement in academic skills as evidenced by the pre and posttest scores. The increase in reading averaged fifteen percent (15%). The increase in hazmat averaged fifteen percent (15%). The increase in mathematics averaged twenty-five percent (25%).

Job Placement

Job Placement for the Brownfields Program has been moderately successful. Two of the three programs finished late and placement efforts are ongoing. These programs will be encouraged to run their programs earlier in the year such that graduates are certified by spring, the time of year that appears to have more available jobs. Of the 49 trainees who completed basic skills training, thirty-five of them have been employed following program completion, for a 71% placement rate. Environmental placements include construction, lead abatement, and asbestos abatement. While they have been able to keep their graduates working by supplying them with strong job leads, most of the jobs only last a few weeks or months, which can be discouraging to trainees. Nonetheless, this is characteristic of the field in this state. On the other hand, the determination of the job developers has led to their trainees sustaining fairly steady employment.

Success Stories

These challenges to completion and academic successes become much more meaningful on an individual basis. One trainee from the New Orleans site, Celene Williams, was able to successfully complete all aspects of basic skills and technical training in spite of the death of his father mid-way through basic skills training. At graduation, he received several awards for academic excellence as well as the counselors' Survivor Award for having done so well in spite of so many obstacles. Since graduation, Celene has worked on a construction site and is currently employed as a laborer at the Convention Center, a job in which he can utilize his construction skills in setting up and breaking down stages, risers, display booths and other paraphernalia associated with conventions, conferences, and concerts. Celene has decided as a result of his association with DSCEJ and other Xavier students that he will enroll in college in the fall. He has completed his financial aid package, and will be completing the registration process in the near future.

4.0 WETP BROWNFIELDS STRATEGIC COLLABORATIONS

Partnerships with agencies and other organizations are a primary mechanism through which to grow the scope and ensure the sustainability of the program. This idea was underscored at the "NIEHS WETP Federal Partners Meeting" in November 2001 where the development of the NIEHS WETP Strategic Plan was featured. Representatives from EPA, DOE, DOL, HUD, and the CDC discussed with WETP staff the importance of working together to reduce training overlap; identify effective methods to evaluate training programs; and explore ways to disseminate key lessons learned.

In an attempt to advance the Strategic Plan, NIEHS WETP worked diligently to establish collaborative relationships with key organizational contacts at EPA as well as Brownfields Communities. For example, the NIEHS WETP staff participated in the review of Brownfields Showcase community applications and the EPA Brownfields Job Training applications. As a result of this involvement, NIEHS WETP coordinated an exchange of training ideas with our grant recipients for both the EPA and NIEHS Brownfields Training Grant Recipients. The major goals of this interaction are to ensure no duplication of effort in training grants, share management and training techniques, and research opportunities to further advance the Brownfields National Partnership Agenda.

5.0 BROWNFIELDS FEDERAL PARTNERSHIP ACTION AGENDA

NIEHS WETP continues to partner with Brownfields Federal Partnership Action Agenda by participating in the partnership meetings, fostering relationships with Brownfields cities and making commitments to the new Action Agenda. As a result of these interactions throughout 2001 and 2002, NIEHS WETP committed to the following as published in the New Action Agenda in November 2002:

- 1) Continuing to administer and fund the Brownfields Minority Worker Training (MWT) Program in collaboration with EPA's Brownfields Office to increase workforce development opportunities for residents surrounding brownfields communities;
- 2) Developing lessons learned or best practices report on current NIEHS Brownfields MWT Programs;
- 3) Continuing to work with EPA's Brownfields Office to promote job training programs, share and exchange information, and develop other workforce development opportunities;
- 4) Continuing to work with the federal partners to promote brownfields redevelopment regarding job training, with a specific focus on working with EPA and the Department of Labor;
- 5) Sharing the WETP Strategic Plan with other federal agencies and organizations to promote additional partnership opportunities; and
- 6) Linking other WETP grantees with brownfields communities to address other worker-training needs and issues.

6.0 BROWNFIELDS 2002— INVESTING IN THE FUTURE

As in past years, NIEHS convened a meeting of all of the NIEHS Brownfields MWTP recipients on Wednesday, November 13 from 9:00 am to 12:00 Noon at the Hilton Charlotte and Towers. In addition to awardees, other guests including EPA headquarters and regional staff attended the meeting. . Each recipient of a Brownfields Minority Worker Training (BMWTP) Award was required to attend this meeting. There were approximately 25 representatives from the various BMWTPs attending. The meeting focused on issues regarding measures of success, reporting of program demographics, and re-defining job

opportunities. In addition, awardees shared highlights of their training activities and received feedback from each other regarding lessons learned, sharing successful ideas in training, and marketing their program.

Myra Blakely, EPA Brownfields office, spoke briefly about the conference and the interaction between NIEHS and EPA and encouraged the participants to take advantage of the great workshops and presentations at the Brownfields conference. In addition, Kathleen Tesco, another Brownfields Federal partner, from the Federal Deposit Insurance Corporation (FDIC) introduced their Money Smart curriculum, which is intended to provide education on money management. According to FDIC, they “recognize the importance of financial education, particularly for people with little or no banking experience. That’s why we created **Money Smart**, a training program to help adults outside the financial mainstream enhance their money skills and create positive banking relationships”. This money management training corresponds directly with many of the goals of the life skills training; therefore, the Awardees were excited to learn that this existing curriculum could be adapted to use in their training programs.

Also there was information shared regarding the relevant Brownfields issues. In particular, information regarding the draft of the EPA’s fiscal year 2003 Brownfields Job Training Grant Application Guidelines, the EPA Requests Proposals for Brownfields Grant Awards in FY 2003 including their guidelines for grants submission, and summary of key provisions of the New Small Business Liability Relief and Brownfields Revitalization Act signed by President Bush in January 2002 to help states and communities around the country clean up and revitalize Brownfield sites.

Participants were encouraged to attend the Brownfields workshops and other ad-hoc meetings including the National Environmental Justice/ Community Brownfields Caucus. Awardees used this opportunity to meet informally with other Brownfields community activists, share experiences and ideas, and raise questions about national, state, or local brownfields programs. Agenda for this NIEHS Brownfields meeting is located in Appendix 12.

7.0 WETP STRATEGIC PLANNING WORKSHOP (NOVEMBER 2001)

Development of the WETP Strategic Plan began in April, 2001 with the design of a strategic planning process that was based on three key principles: (1) *Stakeholder Inclusion*-the idea that inputs from all stakeholder groups involved with and impacting the program (Awardees, Other Federal Agencies, Champions of the Program) should be strongly represented in the formulation of the plan; (2) *Realistic Goals*- the plan should be realistic and address a significant number of near term operational items that impact the month to month running of the program as well as long-term growth issues; and, (3) *Peer Review Process*- the plan needs to contain a review process that keeps the plan current and that helps the WETP “realize that we are moving forward” and staying on track with the latest developments in the field of worker training.

After the events of September 11, 2001, the WETP put together a Strategic Planning Workshop, which occurred on November 1-2, 2001 in Chapel Hill, NC and became the key opportunity for Principal Investigators and key program staff to discuss in detail the components of the plan. The final strategic plan, which was completed in June 2002, owes its insights and operational items in large part to the hard work of the WETP awardees during the November 1-2, 2001 Strategic Planning Workshop.

The strategic core of our plan contains the following four sections:

- Partnerships
- Organizational Alignment of WETP
- Maintaining Human Capital--Leadership & Training
- Sharing Information

As part of the strategic planning process, it was decided that the WETP's mission statement should reflect the activities of the program awardees. The words, "protecting workers and their communities," in the pre-plan mission statement took on new meaning after September 11th. While the WETP mission statement has not changed, the activities of the program post September 11th have included training in support of the WTC Cleanup Requirements, the Anthrax Cleanup activities, the emerging needs for Microbial remediation training, and the efforts to understand the special training requirements that might be required with respect to environmental response and cleanup arising from incidents involving WMD.

The WETP sees this refocus of energy and funds in the creation of WMD specific training as part of our existing mission statement. It also impacts the operational plan of the program. We recognize the intertwined nature of the traditional environmental response and cleanup program activities with the newly emerging problems of response to incidents of terrorism that may involve biological agents and/or WMD and have incorporated WMD training and other WMD prevention activities as part of our program activities.

The Strategic Planning Workshop with the NIEHS awardees concluded that the WETP Core Program rests on the recognition in the environmental response and cleanup community that worker protection is dependent on the compliance by contractors and governmental agencies with the provisions of 29 CFR 1910.120. That is, whether traditional superfund sites, uncontrolled hazardous waste sites, or sites emanating from an act of terrorism, the components of worker protection do not change.

The strategic planning process has resulted in the conclusion that the engagement of WETP in the new world of environmental response and cleanup emanating from incidents involving biological agents, terrorism or WMD is based on the identical premise. Moreover, for most situations, the target population of workers to be trained is identical. For a copy of the Strategic Plan, go to www.wetp.org.

8.0 WEAPONS OF MASS DESTRUCTION TRAINING WORKSHOP SUMMARY

WETP National Technical Workshop was held on April 25-26, 2002 in Nashville, Tenn. to define appropriate training to protect workers during responses. The report resulting from the workshop, "Learning from Disasters: WMD Preparedness Through Worker Training," provided numerous recommendations for improving worker training and preparedness for disaster responses. The objective of the workshop was to develop a practical, experienced-based foundation upon which the WETP can develop and advance future training initiatives, based upon the HAZWOPER foundation of the current training grant program that will contribute to the Nation's terrorism preparedness program.

This Workshop represented the initial efforts to bring together awardees and experts to explore the issues with respect to worker training surrounding emergency response and cleanup involving WMD. It was envisioned that the product of the workshop would serve as the initial basis upon which the WETP can advance development of the Hazwoper-based WMD response training initiative.

The workshop recommended that the WETP should consider establishment of an information and resource center to support the WMD initiative. Such a center might include authoritative WMD information and sources, a resource listing of pre-qualified organizations that can provide crisis management services to grantee served workers in future WMD responses, a central coordination center for WMD initiative-developed training products, and a single information contact point for external entities among others.

9.0 PROGRAM UPDATE FOR SEPTEMBER 1, 2002 – AUGUST 31, 2003

On July 1, 2002, all the current NIEHS Brownfields Awardees submitted reapplications for continued funding for the period beginning September 1, 2002. 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 dollars of the September 1, 2002 to August 31, 2003 funds were allocated to continue support of the BMWTP to train workers in and around Brownfields communities. With the \$3 million, NIEHS made awards to 5 awardees:

- Center to Protect Workers' Rights
- National Puerto Rican Forum, Inc.
- Laborers-Associated General Contractors Education and Training Fund
- University of Medicine and Dentistry of New Jersey
- Xavier University of Louisiana

See Appendix 1 for awardee breakout of funds for the budget period of September 1, 2002 to August 31, 2003. 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.

10.0 FUTURE PROGRAM IMPLEMENTATION AND CONCLUSION

The Brownfields MWTP has continued to produce highly effective job training programs in 15 communities during this reporting period with an overall job placement rate of 65%. As a result of this Brownfields program, the Worker Education and Training Program (WETP) continues to play a critical role in assisting the EPA in implementing its primary objective of reducing and controlling risks to human health and the environment at hundreds of hazardous waste and brownfield sites across the nation. Through the Brownfields MWTP, the NIEHS/WETP has continued to play a vital role in increasing the economic and educational resources of individuals and the community residents who live in and around Brownfield sites. These funds have established local training programs, assisted in providing resources to community based organizations, and provided the community with a cadre of highly training environmental workers that can

be utilized to clean up their community while productively adding to the economic revitalization of these brownfield communities.

In closing, NIEHS/WETP will continue to partner with EPA regarding Brownfields and other environmental, public health and worker training issues. We look forward to continued involvement with the Brownfields National Partnership Agenda, the Brownfields 2003 Conference and other local and regional partnership opportunities.

Appendix 1: Brownfields Yearly Funding Summary Per Awardee

NIEHS/EPA BROWNFIELDS MINORITY WORKER TRAINING PROGRAM: FUNDING SUMMARY FOR BUDGET PERIODS 09/01/98-08/31/2003						
AWARDEE	09/01/1998 AWARD	09/01/1999 AWARD	09/01/2000 AWARD	09/01/2001 AWARD	09/01/2002 AWARD¹	TOTAL
Center to Protect Workers' Rights	\$1,350,000	\$1,350,000	\$853,769	\$879,386	\$1,005,748	\$5,438,903
Clark Atlanta University ²	\$590,000	\$590,000	N/A	N/A	N/A	\$1,180,000
Laborers-AGC Education and Training	\$390,000	\$400,000	\$638,262	\$611,197	\$530,936	\$2,570,395
National Puerto Rican Forum	\$670,000	\$670,000	\$440,141	\$448,485	\$429,468	\$2,658,094
University of Medicine & Dentistry of New Jersey ³	N/A	N/A	\$502,084	\$504,652	\$509,281	\$1,516,017
Xavier University ³	N/A	N/A	\$565,744	\$556,280	\$524,567	\$1,646,591
TOTAL	\$3,000,000	\$3,010,000	\$3,000,000	\$3,000,000	\$3,000,000	\$15,010,000

¹ Current budget period 09/01/2002 – 08/31/2003

² Last year in the BMWTP as a primary awardee.

³ First year in the BMWTP

Appendix 2: Four-Year Summary of Training

NIEHS/EPA BRONWFIELDS MINORITY WORKER TRAINING PROGRAM FOUR-YEAR SUMMARY OF TRAINING			
YEAR	STUDENTS TRAINED	PLACED IN JOBS	PERCENTAGE OF STUDENTS PLACED IN JOBS
1998-1999	406	263	65%
1999-2000	440	275	63%
2000-2001	329	232	71%
2001-2002	341	208	61%
TOTAL	1,516	978	65%

Appendix 3: BMWTP Demographics

NIEHS/EPA BROWNFIELDS MINORITY WORKER TRAINING PROGRAM: DEMOGRAPHICS FOR BUDGET PERIOD 09/01/2001-08/31/2002					
STUDENTS	341				
AGE	<u>18-25</u> 128	<u>26-35</u> 108	<u>36-45</u> 69	<u>46-55</u> 33	<u>56+</u> 3
ETHNICITY	<u>BLACK</u> 11 (62%)	<u>HISPANIC</u> 84 (25%)	<u>ASIAN</u> 16 (5%)	<u>AMERICAN INDIAN</u> 20 (6%)	<u>PAC. ISLANDER</u> 10 (3%)
GENDER	<u>MALE</u> 277 (81%)			<u>FEMALE</u> 64 (19%)	
EDUCATION	<u>HS DIPLOMA</u> 210 (62%)		<u>GED</u> 58 (17%)	<u>NO GED</u> 73 (21%)	
UN OR UNDER EMPLOYED ¹	<u>UN</u> 262 (77%)			<u>UNDER</u> 79 (23%)	

¹Employment status at entry into the program

Appendix 4: Four-Year Summary of Students Trained per Awardee

NIEHS/EPA BROWNFIELDS MINORITY WORKER TRAINING PROGRAM: (FOUR-YEAR SUMMARY OF STUDENTS TRAINED PER AWARDEE)					
AWARDEE	1998-1999 STUDENTS TRAINED	1999-2000 STUDENTS TRAINED	2000-2001 STUDENTS TRAINED	2001-2002 STUDENTS TRAINED	TOTAL
Laborers-AGC Education and Training	20	20	79	70	189
Center to Protect Workers' Rights	270	250	102	134	756
National Puerto Rican Forum	75	126	60	53	314
Clark Atlanta University ¹	41	44	16	N/A	101
Xavier University ²	N/A	N/A	42	49	91
University of Medicine and Dentistry of New Jersey ²	N/A	N/A	30	35	65
TOTAL	406	440	329	341	1,516

¹ Last year in the BMWTP as a primary awardee.

² First year in the BMWTP

Appendix 5: Four-Year Summary of Employment per Awardee

NIEHS/EPA BROWNFIELDS MINORITY WORKER TRAINING PROGRAM: (FOUR-YEAR SUMMARY OF EMPLOYMENT PER AWARDEE)					
AWARDEE	1998-1999 TOTAL EMPLOYMENT	1999-2000 TOTAL EMPLOYMENT	2000-2001 TOTAL EMPLOYMENT	2001-2002 TOTAL EMPLOYMENT	TOTAL
Laborers-AGC Education and Training	15	13	46	38	112
Center to Protect Workers' Rights	166	154	83	78	481
National Puerto Rican Forum	62	89	37	33	221
Clark Atlanta University ¹	20	19	9	N/A	48
Xavier University ²	N/A	N/A	34	35	69
University of Medicine and Dentistry of New Jersey ²	N/A	N/A	23	24	47
TOTAL	263	275	232	208	978

¹ Last year in the BMWTP as a primary awardee.

² First year in the BMWTP

Appendix 6: Brownfields Summary of Awardees and Training Partners

<p style="text-align: center;">NIEHS/EPA BROWNFIELDS MINORITY WORKER TRAINING PROGRAM Summary of Awardees and Training Partners 09/01/2001 - 08/31/2002</p>			
Awardee	Partners	Brownfields City	Type of Program
Center to Protect Workers' Rights		Silver Spring, MD (headquarters and local city programs in Salt Lake, St. Paul, E. Palo Alto and Los Angeles)	Building and Construction Trades/ Labor
	Salt Lake Community College	Salt Lake City, UT	Community Based Organization
	City of Salt Lake, Department of Labor, Department of Workforce Services, etc.	Salt Lake City, UT	Brownfields Community Demonstration Partners
	Tulane University Office of Applied Environmental Public Health	New Orleans, LA	Non-profit University
	St. Paul Port Authority Training Program	St. Paul, MN	Building and Construction Trades
	Merrick Community Services	St. Paul, MN	Community Based Organization
	Cement Finishers Local 633	St. Paul, MN	Labor
	Bricklayers Union	St. Paul, MN	Labor
	St. Paul Building and Construction Trades	St. Paul, MN	Building and Construction Trades
	Los Angeles Conservation Corporations	Los Angeles, CA	Non-profit Community Based Organization
	Joint Apprenticeship Trust	Los Angeles, CA	Labor
	North Orange County Community College District	Los Angeles, CA	Community College
	Community Centers Incorporated	Los Angeles, CA	Non-profit Organization
	Joint Apprenticeship Trust Asbestos Workers Local Union 5	Los Angeles, CA	Labor
	City of Los Angeles Community Development Department	Los Angeles, CA	City Agency
	Opportunities Industrialization Center West	East Palo Alto, CA	Non-profit Community Based Organization
	Employment Development Department	East Palo Alto, CA	State Agency

Awardee	Partners	Brownfields City	Type of Program
	Community Resource Center	East Palo Alto, CA	Community Based Organization
	Redevelopment Agency of East Palo Alto	East Palo Alto, CA	City Agency
	Free at Last	East Palo Alto, CA	Community Based Organization
	DAYTOP Village	East Palo Alto, CA	Community Based Organization
	Bread of Life	East Palo Alto, CA	Community Based Organization
	Start-up	East Palo Alto, CA	Community Based Organization
	Peninsula Habitat for Humanity	East Palo Alto, CA	Community Organization
	REBRAC	East Palo Alto, CA	Environmental Testing Contractor
	Rotary Club	East Palo Alto, CA	Business
	Carpenters Local 217 and 405	East Palo Alto, CA	Building and Construction Trades
National Puerto Rican Forum		Chicago, IL	Non-profit Organization
	OAI, Inc.	Chicago, IL	Non-profit Training Organization
	Era Environmental and Safety	Independence, MO	Environmental Training and Abatement Company
	Premier Development Services	Kansas City, MO	Community Development Organization
	Alice Hamilton Occupational Health Center	Baltimore, MD	Non-profit Training Organization
	Baltimore City Office of Employment Development	Baltimore, MD	City Agency
	University of Maryland	Baltimore, MD	University
	Centro de La Comunidad	Baltimore, MD	Community Based Organization
	Bridges to Friendship	Washington, DC	Community Based Organization
Laborers-Associated General Contractors Education and Training Fund		Pomfret Center, CT	Labor
	Detroit Works Partnership	Detroit, MI	City Agency
	Michigan Laborers' Training &	Perry, MI	Labor

	Apprenticeship Institute		
Awardee	Partners	Brownfields City	Type of Program
	EduWorks, Inc.	New Orleans, LA	Evaluation Consultant
	TriCounties Labor Foundation	Oxnard, CA	Labor
	University of Massachusetts Lowell	Lowell, MA	University
	Jobs for Youth	Boston, MA	Non-profit Training Organization
	Coalition for a Better Acre	Lowell, MA	Community Based Organization
University of Medicine & Dentistry of New Jersey		New Brunswick, NJ	University
	New York District Council of Carpenters Labor Technical College	New York City, NY	Labor/Apprenticeship
	New York City Environmental Justice Alliance	New York City, NY	Community Based Organization
	Glen Cove Youth Board	Glen Cove, Long Island, NY	Workforce Investment Organization
	Ironbound Community Corporation	Newark, NJ	Community Based Organization
	Habitat for Humanity	Newark, NJ	Non-profit Organization
	St. James A.M.E. Church	Newark, NJ	Faith-Based Community Organization
Xavier University of Louisiana		New Orleans, LA	HBCU (Historically Black College or University)
	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
	Atlanta and North Georgia Building Trades	Atlanta, GA	Labor/Building and Construction Trades

Appendix 7: Total Training by BMWTP Awardee

EPA/NIEHS BROWNFIELDS MINORITY WORKER TRAINING PROGRAM TOTAL TRAINING FOR BUDGET PERIOD 09/01/2001-08/31/2002			
AWARDEE	COURSES COMPLETED	STUDENTS TRAINED	CONTACT HOURS
Laborers-AGC Education and Training	46	70	29,156
Center to Protect Workers' Rights	76	134	66,888
National Puerto Rican Forum	39	53	11,708
Xavier University	30	49	16,808
University of Medicine and Dentistry of New Jersey	19	35	27,333
TOTAL	210	341	151,893

Appendix 8: Brownfields Summary of Type and Number of Courses

NIEHS/EPA BROWNFIELDS MINORITY WORKER TRAINING PROGRAM SUMMARY OF TYPE AND NUMBER OF COURSES FOR BUDGET PERIOD 09/01/2001-08/31/2002	
COURSE NAME	NUMBER OF COURSES
Adult CPR	8
Asbestos Abatement Supervisor	2
Asbestos Abatement Worker Basic	12
Basic Construction Skills	13
Basic First Aid	10
Basic Math Skills	12
Basic Reading/Writing Skills	7
Basic Superfund Site Worker	17
Business Communications	3
Computer Skills	7
Concrete Practices and Procedures	1
Confined Space	7
Cutting and Burning	1
Environmental Justice	5
Environmental Preparation	7
Environmental Sampling	6
Environmental Technician	4
GED Training and Certification	3
General Hazardous Waste Train-the-Trainer	1
General Industry Safety	1
General Construction Safety	14
Hazard Communication	1
Lead Abatement Worker Basic	15
Life Skills	22
Lockout/Tagout	2
Mason Tending	1
Mentoring/Career Guidance	13
Microbial Remediation: Mold and Mildew	1
Physical Fitness	9
Scaffold	1
Trench Protection Principles of Pipe Laying	1
Underground Storage Tank Basic Worker	3
TOTAL	210

Appendix 9: Brownfields Summary of Courses Per EPA Region

<p align="center">NIEHS/EPA BROWNFIELDS MINORITY WORKER TRAINING PROGRAM COURSE PER EPA REGION 09/01/2001 - 08/31/2002</p>		
EPA Region	Name of Course	Number of Courses
Region 1		
	Asbestos Abatement Worker Basic	3
	Basic Superfund Site Worker	4
	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	2
	Lead Abatement Worker Basic	3
	Life Skills	4
	Mentoring/Career Guidance	4
Total		36
Region 2		
	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 Preparation	2
	Environmental Sampling	1
	General Construction Safety	1
	Lead Abatement Worker Basic	1

EPA Region	Name of Course	Number of Courses
	Life Skills	1
	Mentoring/Career Guidance	1
	Physical Fitness	1
Total		19
Region 3		
	Adult CPR	1
	Basic First Aid	1
	Basic Superfund Site Worker	2
	Confined Space	1
	Environmental Justice	1
	Environmental Preparation	1
	General Construction Safety	1
	Lead Abatement Worker Basic	1
	Life Skills	2
	Mentoring/Career Guidance	1
	Scaffold	1
Total		13
Region 4		
	Basic Construction Skills	1
	Basic Math Skills	1
	Basic Reading/Writing Skills	1
	Basic Superfund Site Worker	1
	Computer Skills	1
	Environmental Justice	1
	Environmental Preparation	1
	Lead Abatement Worker Basic	1
	Life Skills	1
	Mentoring/Career Guidance	1
	Physical Fitness	1
Total		11
Region 5		
	Asbestos Abatement Worker Basic	1
	Basic Construction Skills	1
	Basic Math Skills	1
	Basic Reading/Writing Skills	1
	Basic Superfund Site Worker	1
	Concrete Practices and Procedures	1
	Confined Space	1

EPA Region	Name of Course	Number of Courses
	Cutting & Burning	1
	General Hazardous Waste Train-the-Trainer	1
	General Industry Safety	1
	General Construction Safety	2
	Lead Abatement Worker Basic	1
	Life Skills	2
	Mason Tending	1
	Mentoring/Career Guidance	1
	Physical Fitness	1
	Trench Protection Principles of Pipe Laying	1
Total		19
Region 6		
	Asbestos Abatement Worker Basic	1
	Basic Construction Skills	2
	Basic Math Skills	2
	Basic Reading/Writing Skills	2
	Basic Superfund Site Worker	1
	Computer Skills	1
	Environmental Justice	1
	Environmental Preparation	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
Total		19
Region 7		
	Adult CPR	2
	Asbestos Abatement Supervisor	2
	Asbestos Abatement Worker Basic	1
	Basic First Aid	1
	Basic Superfund Site Worker	2
	Confined Space	3
	Environmental Preparation	1
	Environmental Sampling	2
	Environmental Technician	1
	Lead Abatement Worker Basic	2
	Life Skills	3

EPA Region	Name of Course	Number of Courses
	Lockout/Tagout	2
	Mentoring/Career Guidance	1
	Microbial Remediation: Mold and Mildew	1
	Underground Storage Tank Basic Worker	2
Total		26
Region 8		
	Adult CPR	2
	Asbestos Abatement Worker Basic	1
	Basic Construction Skills	2
	Basic First Aid	2
	Basic Math Skills	2
	Basic Reading/Writing Skills	1
	Basic Superfund Site Worker	1
	Computer Skills	1
	GED training and Certification	2
	General Construction Safety	2
	Hazard Communication	1
	Lead Abatement Worker Basic	1
	Life Skills	2
	Mentoring/Career Guidance	2
	Physical Fitness	2
Total		24
Region 9		
	Adult CPR	2
	Asbestos Abatement Worker Basic	4
	Basic Construction Skills	5
	Basic First Aid	5
	Basic Math Skills	5
	Basic Reading/Writing Skills	1
	Basic Superfund Site Worker	4
	General Construction Safety	5
	Lead Abatement Worker Basic	4
	Life Skills	5
	Physical Fitness	3
Total		43

Appendix 10: Brownfields Job Placement Wage and Salaries

<p align="center">NIEHS/EPA BROWNFIELDS MINORITY WORKER TRAINING PROGRAM JOB PLACEMENT WAGE AND SALARIES 09/01/2001 - 08/31/2002</p>					
Awardee	Students Trained	Student Place in Jobs	Salary Range		Type of Work
			<i>Yearly</i>	<i>Hourly</i>	
Center to Protect Workers' Rights	134	78		\$9.50 - \$22.00	Asbestos Abatement, Construction, Carpentry, Environmental, Maintenance, Painting, and Truck Driver
National Puerto Rican Forum	53	33		\$15.00 - \$20.00	Asbestos Abatement, Construction, Janitorial, and Environmental
Laborers-Associated General Contractors Education and Training Fund	70	38	\$15k - \$47k ¹		Asbestos Abatement, Construction, and Environmental
University of Medicine & Dentistry of New Jersey	35	24		\$10.50 - \$34.00	Construction, and Environmental
Xavier University of Louisiana	49	35		\$9.50 - \$14.00	Lead Abatement, Asbestos Abatement, Construction, Laborer, and Environmental

¹This 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

Laborers-AGC Brownfields Minority Worker Training Program Job Placement Chart				
STUDENT #	COMPANY	JOB TITLE	SALARY	TYPE OF WORK
1	Alpine Environmental	Laborer	\$ 27,040.00	Lead
2	Mill City Environmental	Field Technician	\$ 31,200.00	Environmental
3	Yankee Environmental-Local 22	Laborer	\$ 46,800.00	Asbestos Abatement
4	Modern Continental - Local 429	Laborer	\$ 33,280.00	Construction
5	On Site Environmental	Laborer	\$ 37,440.00	Demolition
6	Yankee Environmental-Local 22	Laborer	\$ 46,800.00	Asbestos Abatement
7	Mill City Environmental	Field Technician	\$ 31,200.00	Environmental
8	Home Depot	Stocker/Floor Person	\$ 20,960.00	other
9	Billerica Correctional Institute	Hall Officer	\$ 36,000.00	other
10	Modern Continental - Local 429	Laborer	\$ 33,280.00	Construction
11	Yankee Environmental-Local 22	Laborer	\$ 46,800.00	Asbestos Abatement
12	Yankee Environmental-Local 22	Laborer	\$ 46,800.00	Asbestos Abatement
13	Yankee Environmental-Local 22	Laborer	\$ 46,800.00	Asbestos Abatement
14	Resource Option, Inc.	Field Technician	\$ 27,040.00	Environmental
15	Alpha Analytical Labs	Lab Technician		Environmental
16	ROI - Safety Clean	Field Technician	\$ 27,040.00	other, clean machines
17	ROI - Safety Clean	Field Technician	\$ 27,040.00	field technician
18	ROI - Safety Clean	Field Technician	\$ 27,040.00	other, clean machines
19	Self Employed	Janitorial	Varied	Janitorial
20	Walsh Construction Company	Laborer	\$ 31,283.00	Construction
21	Jamar Bldg. Co.	Laborer	\$ 31,283.00	Construction
22	Paul T. Home Science	Carpenter Apprent.	\$ 31,283.00	Construction
23	Sisters Construction	Construction Craft Laborer	\$ 31,283.00	Construction
24	Venture Painting	Construction Craft Laborer	\$ 31,283.00	Painter
25	Valley Auto		\$ 14,560.00	General Labor
26	Rand Environmental		\$ 31,283.00	Environmental
27	National Abatement	Laborer	\$ 31,283.00	Construction
28	Schreiber Corporation		\$ 28,038.40	Sheet Metal
29	Walsh Construction Company		\$ 28,038.00	Construction
30	Chrysler		\$ 31,283.00	Automotive Industry
31	Orisio Construction	Construction Craft Laborer	\$ 31,283.00	Construction
32	MGM Casio	Valet	\$ 20,000.00	Valet
33	Ford Motor Co.		\$ 31,283.00	Automotive Industry
34	Clark Construction	Laborer	\$ 31,283.00	Construction
35	National Abatement	Laborer (Asbestos)	\$ 31,283.00	Environmental
36	National Abatement	Laborer (Asbestos)	\$ 31,283.00	Environmental
37	Triumvirate Environmental	Field Technician	\$ 26,000.00	Environmental
38	Triumvirate Environmental	Field Technician	\$ 26,000.00	Environmental

National Institute of Environmental Health Sciences
(NIEHS)



Brownfields Meeting
Agenda

Wednesday, November 13

9:00 am to 12:00 Noon

Hilton Charlotte and Towers, 4th Floor, Gwynn Room

- | | |
|----------|--|
| 9:00 AM | Welcome/Introductions |
| 9:20 AM | What to get out of Brownfields 2002? |
| 9:40 AM | Discussion of Success Measures and Reporting |
| 10:00 AM | Re-tooling/Re-defining Job Opportunities |
| 10:30 AM | Administrative Issues |
| 11:00 AM | Brainstorming Discussion (New RFA, Partnerships, EPA Brownfields Job Training, etc.) |
| 11:30 AM | Adjourn |

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(Hilton is adjacent to Charlotte Convention Center)
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