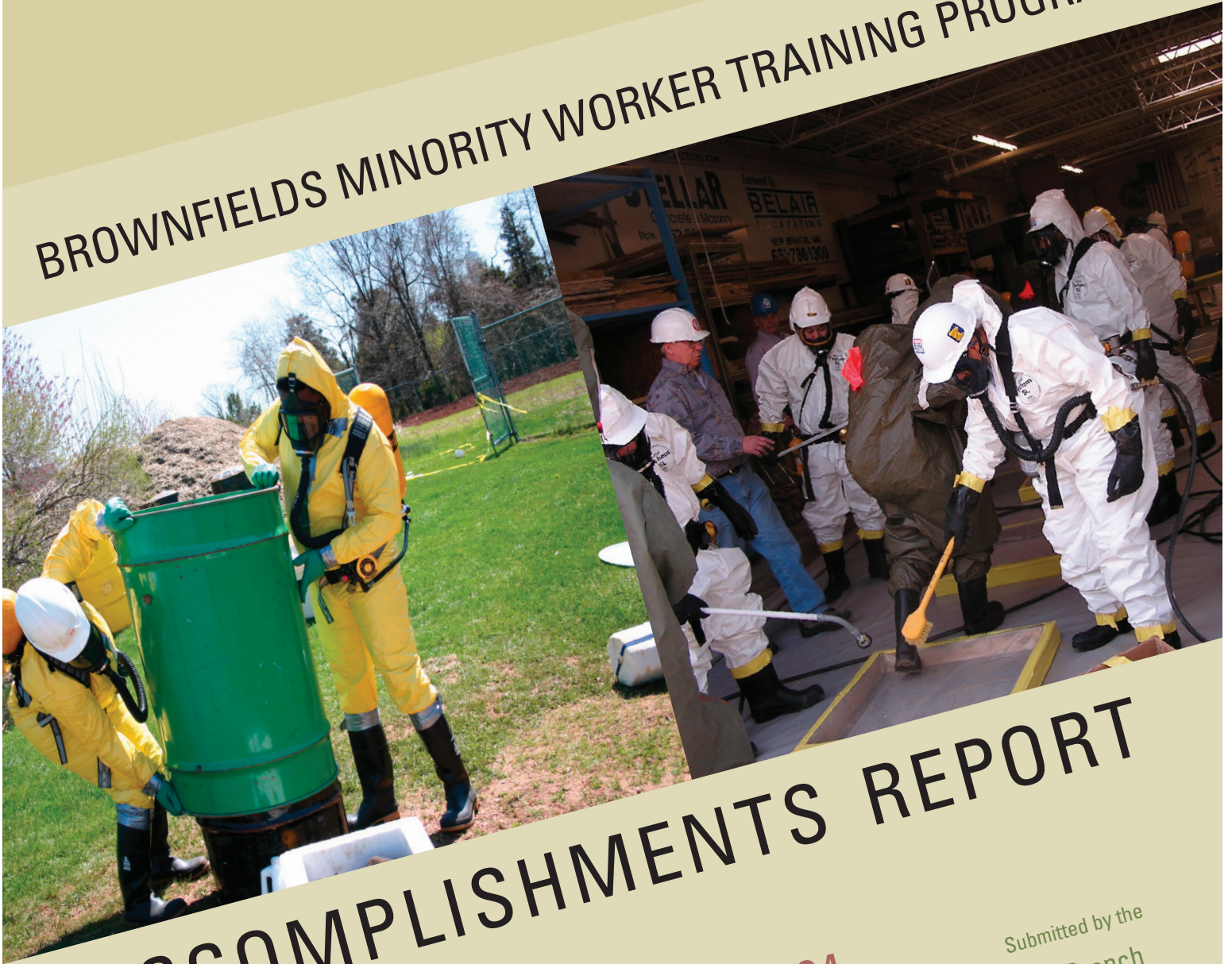




NIEHS
National Institute of
Environmental Health Sciences

WORKER EDUCATION AND TRAINING PROGRAM

BROWNFIELDS MINORITY WORKER TRAINING PROGRAM



ACCOMPLISHMENTS REPORT

PERIOD COVERED:
September 1, 2003 — August 31, 2004

Submitted by the
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THE BROWNFIELDS MINORITY WORKER TRAINING PROGRAM

Introduction:

The National Institute of Environmental Health Sciences (NIEHS) conducts biomedical, public health, and environmental research; 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 to 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 of nuclear weapons facilities, or chemical emergency response, and to undertake brownfields and minority workforce development.



St. Paul/CPWR hazardous waste decon dress out

Since 1998, the Brownfields Minority Worker Training Program (BMWTP) has flourished as WETP expanded the successful Minority Worker Training Program (MWTP) to additional 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 upon our extensive health and safety training background while targeting 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 has also continued to support the National Brownfields Partnership Agenda.

NIEHS WETP staff and awardees have actively participated in the EPA Brownfields Conferences each year. NIEHS was a co-sponsor for the conference Brownfields 2004: Gateway to Revitalization that was held September 20-22, 2004 in St. Louis, MO. During the conference, the NIEHS, in partnership with the EPA, was proud to participate in six sessions. NIEHS also shared an information booth with the EPA Office of Solid Waste & Emergency Response (OSWER) and the Labor Health and Safety Task Force, which provided awardees the opportunity to share health and safety resources, success stories and lessons learned with colleagues. A detailed description of NIEHS activities at Brownfields 2004 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 programs that has been the core of the WETP since 1987. The Brownfields and the Minority Worker Training Programs continue 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.

Background: 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 Brownfields Assessment Pilots as listed by the 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 to the Brownfields Pilot Community such that extensive travel funds are not incurred for the purposes of administering the program.

2003-2004 Program Highlights: Progress to Date

The NIEHS BMWTP has continued to offer comprehensive training to disadvantaged residents and to foster economic and environmental restoration to communities impacted by brownfields. Support in the amount of \$2,200,000 for the period of September 1, 2003- August 30, 2004 from the US EPA via interagency agreement was provided to the NIEHS to administer the program. The funding summary since the start of this program can be found in Appendix 1.

The BMWTP has now reached approximately 2,140 individuals as indicated in Appendix 2. Trainees prior to entering this program were all un-employed or chronically under employed. Approximately 1,443 trainees are now employed and giving back to their communities in taxes and community service as indicated in Appendix 3.

The BMWTP awardees provided in depth life skills and environmental training to 280 local residents in 14 Brownfields communities as described in Appendix 4. For this period 218 participants are now employed, a 78% employment rate. See Appendix 5. Additionally, demographic information on students trained is tracked each year. In summary, 85% of the trainees are male; 70% are African American; and most are between 18-35 years of age. This and other demographic information is described in Appendix 6.

Community involvement is an essential element to the success of these programs. As you can see from the list of local organizations participating in this program in Appendix 7, more partners continue to embrace these training activities. As these programs continue, the impact of these training programs to the individual and their communities is evident. Consider these not uncommon examples:

- The CPWR/East Palo Alto Project Build Brownfields Program, administered by Opportunities Industrialized Center West, Inc (OICW), was awarded the 2004 San Mateo County Sustainable Award presented at the Annual Sustainability Awards ceremony. San Mateo County celebrated individuals or groups who demonstrated a dedication to the long-term health and well being of San Mateo County. Recipients' actions support the three key elements of sustainability: a healthy ecosystem, social well being and economic vitality. Project Build was selected as an outstanding provider of services. San Mateo Times writes, "**Project Build Brownfield's Job Training Program** is a program of OICW.....It trains unemployed residents of East Palo Alto in basic construction, hazardous waste handling, and lead and asbestos abatement. Many trainees are former inmates and substance abusers. This program helps restore contaminated wetlands, build a trained workforce and revitalize the community."
- At the NPRF program in Kansas City, MO, one student after completing his training went to work for Maxium Tech. Working mostly lead jobs, he was able to support his family and move from a shelter into an apartment. He participated in a specialized Geo-probe training offered to trainees that were high achievers. Because of this specialized training, he was transferred to the Atlanta branch of Maxim where he worked as a supervisor. He is currently enrolled in school studying to be a geologist.

The five awardees, the Center to Protect Workers' Rights, Laborers-AGC Education and Training Fund, National Puerto Rican Forum, University of Medicine and Dentistry of New Jersey, and Xavier University, conducted a diverse mix of 181 courses for 97,298 contact hours during this period. See Appendices 8 and 9. A summary of awardees' training highlights is described in this report as well as summaries of their training activities.

Center to Protect Workers' Rights (CPWR)



Boston, MA trainees in action....

The CPWR Consortium met its goals of training 86 minorities in the cities of Boston, MA; East Palo Alto and Los Angeles, CA; Salt Lake City, UT and St. Paul, MN. The basic goal of this program was to offer disadvantaged minorities living in and around the designated brownfields areas an opportunity to learn life skills, basic construction skills and/or technical environmental skills and apply those skills on jobs obtained after training. With each city working in concert with industry to develop training plans that met the needs of the construction and remediation industry, 86 students were trained with approximately 75 or 90% of them acquiring jobs. Of the 75 job placements, 43 were environmental jobs, 21 construction and 11 other. All training, completion and placement goals were exceeded.

These 86 students received 35,314 contact hours of training. The in-depth life skills/job readiness training in particular afforded students an opportunity to enhance their technical training and ultimately enter into the work place.

Training Accomplishments

| City | Local Training Partner | Training Goal | Trained | Graduated | Employed |
|----------------|--|---------------|-----------|-----------|-----------|
| Boston | JFY Networks (JFY) | 15 | 13 | 13 | 11 |
| East Palo Alto | Opportunities Industrialized Center, West (OICW) | 20 | 21 | 21 | 21 |
| Los Angeles | Los Angeles Conservation Corp (LACC) | 20 | 20 | 19 | 17 |
| Salt Lake City | Salt Lake Community College (SSLC) | 15 | 17 | 14 | 14 |
| St. Paul | Merrick Community Services (Merrick) | 15 | 15 | 15 | 12 |
| Totals: | | 85 | 86 | 82 | 75 |

Although some students were not placed initially with an environmental cleanup contractor, the skills and education attained through CPWR's Consortium training programs prepared them to work safely in any environment. Twenty-one (21) environmental courses prepared the students to identify environmental hazards and safely work in potentially hazardous areas. Below are a few other noteworthy program accomplishments for the consortium:

- Program graduates earned an average wage of \$15.94/hour – a \$3.73/hour increase from last year's average wage.
- Fifty-six (56%) of jobs were in environmental cleanup industry.
- Sixteen (16%) of the jobs are at Brownfields Sites.
- JFYNetWorks (JFY), Boston subcontractor, was recognized as an outstanding job training program in the greater Boston area. A February and April 2004 editorial in the Boston Globe that discussed the problems with many job training programs, praised the environmental technician program as a model program that should be emulated. The April article can be found at: http://www.boston.com:80/news/globe/editorial_opinion/editorials/articles/2004/04/23/job_training_that_works

- The East Palo Alto Program won three out the last 5 classroom best attendance awards given by OICW, a multipurpose agency serving thousands of clients.
 - The East Palo Alto Program won the 2004 San Mateo County Sustainable Award
 - East Palo Alto Program exceeded training goals and graduated and placed 100% of student enrollment.
- The Los Angeles Program was featured in the California Real-Estate Journal in February 2004. The article was titled “Community Alchemy” and headlined the training program as turning “communities into environmental employment goldmines”. This article promoted more interest among employers, supporters and candidates for training. All graduates are working in environmental jobs.

New Training Opportunities:

The Boston program modified its curriculum to include mold remediation and bio-terrorism. The curricula for both training modules were provided by a third party. Topics in the 16-hour mold remediation course, conducted by the Institute for Environmental Education (IEE), include understanding the problem, potential health effects, personal protective equipment, work practices, personal hygiene, biocides and anti-microbial agents, regulations and other requirements. Hands-on remediation activities are also included. As an old city with many asbestos-laden buildings Boston’s asbestos abatement industry is always in need of personnel. Asbestos abatement training was also offered by IEE.

With the current concern about possible terrorist attacks, Region 1 EPA has focused on Boston’s waterways as possible targets for attack. JFY decided at an advisory board meeting that anti-terrorism/homeland security training could be useful to its trainees. The New England Consortium (TNEC) at University of Massachusetts at Lowell (UML), a current NIEHS worker training awardee, has been conducting an emergency preparedness course intended to prepare public health agencies to deal with hazards related to the deliberate or accidental release of chemical, biological, radiation/nuclear and explosive agents. TNEC was able to obtain additional funding through the University’s Community Service grants program to adapt its public health oriented course for the Boston program. The 8-hour course focused on responding to emergencies at water and wastewater plants, possible harbor cleanup, and special hazards that might be involved with cleanup after a catastrophic incident.

Success Stories:

Freddie S., a 35 year-old Hispanic male, grew-up in a tough urban environment in which he made many poor choices. After a short incarceration, where he earned his GED, Freddie decided to turn his life around. He entered a drug and alcohol rehabilitation program, worked at odd jobs, and questioned what direction his life would take him. After attending an information session for the JFY BMWTP in February 2002 he was “sold” on the program. He has always appreciated the need to respond to environmental issues and was pleased there was a program that would enable him to gain the skills needed to enter the field. Freddie graduated in June 2002. His performance at JFY was exceptional. His dedication, ability to work with others, grades, and tenacity has served him well in the workplace. He continues to express his appreciation for the opportunity and support of the JFY program staff. Freddie was initially hired right after graduation for a 6-month environmental clean-up assignment. At the end of that assignment he was immediately recruited by a competing firm and offered a permanent position. Freddie received his first wage increase from \$13/hr to \$15.50/hr within one year and has been promoted to the next technician level.

Deborah O. — “I continue to get types of jobs with different employers because of my training. I perform weekend roundups, remove lead and perform asbestos abatement projects. I can work in many different jobs as a hazardous waste worker.”

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

Laborers-AGC focused its training activities in two urban areas: Detroit, Michigan and Southern California. A total of 90 trainees completed training— 57 trainees in Detroit, who were all African American and 33 Hispanic trainees in Southern California. A total of 61 (36 in Detroit and 25 in Southern California) trained are employed for an overall job placement rate of 68%. Of the 61 employed, 19 were indentured into the Laborers' Construction Craft Laborer (CCL) Apprenticeship Program – 14 in Detroit and 5 in Southern California. The CCL Program allows for mentoring and lifelong education and training along a broad career path. Salaries range from \$14,040 to \$47,000 with trainees' ages ranging from 18 to 52 years for both programs.

The Detroit program is jointly managed and implemented by the Laborers-AGC, Glenda Jones, Program Consultant; and the Michigan Laborers Apprenticeship Training Institute. This year Laborers-AGC partnered with the Detroiters Working for Environmental Justice who has assisted in promoting the program, providing referrals and Hazardous Waste Awareness training for the Detroit program. Collaborations continue as they have in the past with local labor unions and the Laborers District Council Environmental Representative. The Southern California program based in Oxnard, CA was led by the Tri Counties Labor Foundation (TCLF) again in partnership with the Laborers-AGC and the Southern California Mobile Unit. A representative from Hilti Construction Tools also provided training on a variety of powder actuated tools. The training certified the trainees in the use of the tools from Hilti. Training was conducted through an instructional video, hands on demonstration, and a written test. The Hilti Company donated this training to TCLF.

Trainee Follow-up:

TCLF has a continuous trainee follow-up process through interaction with the Laborers Local apprenticeship coordinator and monthly phone calls to program participants. For the previous 2002-2003 period, out of a total of 25 trainees who participated in training the Southern California program, **84%** are currently employed. Of those employed, **76%** work in the construction industry (through apprenticeship, local union, contractors or private contractors). These individuals have been working relatively steadily, considering the construction industry and its stability.

The Detroit BMWTP conducts follow-up with the assistance of a State of Michigan Environmental Representative and the Michigan Laborers' Apprenticeship Training Institute through their apprenticeship records. Follow-up on the 25 Detroit BMWTP trainees from program year 2002-2003 reveals that most are still employed in the construction or environmental remediation industry.

Success Stories:

Renato is a 24 year old Hispanic male who was living in a motel on a week-to-week rental when he enrolled in their program. He was unemployed and felt that he had no prospects for employment. He told the staff that he had gone through countless hours of job search but wasn't getting any offers. He wanted to turn his life around and have a good paying job because he and his girlfriend were expecting a child. Renato is very grateful for having been given the opportunity to participate in BMWTP. He is currently an apprentice with Laborers Local 585 earning about \$11.55 per hour and is now able to provide for his family. Renato recently said that, had it not been for his training and the apprenticeship program, he would probably have ended up living in a shelter.

National Puerto Rican Forum (NPRF) Consortium

The NPRF Consortium trained 22 students in Kansas City, Missouri and 16 of them are currently employed with 2 students in the Laborers apprenticeship program. A total of 21 courses were offered generating 3,590 instructional hours. The two training partners for the Kansas City program, Office of Applied Innovations (OAI) and ERA Environmental (ERA) conducted 2 cycles with the first cycle taking place at the Municipal Correctional Institute with 10 students enrolled. The students received training in asbestos abatement, lead abatement, mold awareness, OSHA 10-hour general industry safety, adult CPR, basic first aid and air monitoring from ERA. OAI provided the 40-hour hazardous waste operations and emergency response training along with Instrumental Enrichment, a critical thinking skills component. ERA also provided resume development training for all of the participants. All 10 students completed the program

The second round of training began in June 2004 with 12 enrolled. The classes were held at the Mohart Multi-Purpose Center in Kansas City, Missouri and were available to the general public. Ten (10) are now working. Three (3) students are working in asbestos abatement earning between \$19 and \$22 per hour, 2 in construction, and the other job placements in various manufacturing, maintenance, landscaping, warehousing and community organizing positions. Lastly, 2 of the students have begun their apprenticeships with the Laborers Union.

Because of the exemplary job of serving the MCI inmates, the program has been officially recognized by the City Council with a proclamation. Due to the effectiveness of the program, it has been drawing support from community groups and service providers that want to collaborate and leverage their services to further enhance the program. To help address one of the major obstacles for graduates released from the facilities, i.e., transitional and affordable housing, the Kansas City's Dangerous Building program has identified several buildings suitable for program use that are in diverse, mixed income neighborhoods with good access to public transportation and social services agencies.

The building selected will be used not only for hands-on construction and environmental remediation, but MCI trainees will be given the opportunity to contribute in converting the building into transitional and affordable housing, which will then become their residence. The City has further indicated that the Dangerous Buildings program will contribute seed funds to help with the initial rehabilitation work. Carryover funds from the 2002/2003 fiscal year were used to provide additional construction and environmental hands-on training and supportive services to the 10 graduates in the Kansas City BMWT Program. During the hands-on training, participants were able to use their basic-construction skills to transform a former inmate wing into a training facility, which greatly improved the training environment at MCI.

MCI Success Stories:

One student was offered a job with Kansas University Medical Center in the maintenance department. Others work in the landscaping, lead abatement and a new business startup in home remodeling. Another student moved to Washington State to escape his reputation in his neighborhood as a drug dealer and has worked continuously on an asbestos abatement contract. These are all successes from this year's class at MCI.

The University of Medicine and Dentistry of New Jersey (NJ/NY Consortium)

The training partners for this consortium are the New York City District Council of Carpenters Labor Technical College (LTC) and the University of Medicine and Dentistry of New Jersey (UMNDJ) as well as other community based organizations in NJ and NY. The program is currently housed in Newark, New Jersey in a building owned and operated by the United Way of Essex and Hudson Counties. The students recruited from the Glen Cove Youth Board, however, receive the bulk of their training at the LTC headquarters in Manhattan. The area covered by this program is the Newark metropolitan area as well as Glen Clove, Long Island, an EPA Brownfield Showcase Community. The recruitment process, run in partnership with St. James AME Church/St. James Social Services Corporation (St. James) and the Glen Cove Youth Board, recruit participants through the penal system, low-income housing projects, veterans' organizations, homeless organizations, and labor department offices.

Two hundred and fourteen (214) individuals applied to the program, with 140 taking the Test of Adult Basic English (TABE) exam. Of those, 84 participated in the three day try-out phase. Thirty-seven (37) students, age 19-49, with life histories scarred by lifetimes in underserved communities, were accepted into this year's program. The CBO partners provided state-approved GED classes, designed workshops to address a variety of concerns, including family, health, drug awareness, parenting issues, computer literacy, and defensive driving. A state-approved defensive driving course, developed and franchised by the National Safety Council, continued to be offered to create the opportunity for students to take points off their drivers' licenses, making it easier to get automobile insurance. Transportation issues are consistent barriers for employment in the Newark area as virtually all union-based jobs in the building trades require a valid license and a car. Students also took advantage of the FDIC Money Smart program, a 10-hour series of workshops geared toward promoting successful money management skills and curbing the misuse of money that results in poor credit and financial instability.

Health and safety instruction continues to be offered by the LTC at Manhattan and environmental remediation courses are provided by UMDNJ at the School of Public Health facility in Piscataway, New Jersey. Approximately 16,986 contact hours of training were conducted in 24 training courses.



NJ Trainees engage in drum handling exercise

BROWNFIELDS MINORITY WORKER TRAINING PROGRAM ACCOMPLISHMENTS REPORT

The BMWTP embarked on a very fruitful new partnership with an organization called Christmas in April which seeks private resources to provide construction related assistance to individuals or communities in need. This collaboration led to a two-week service-learning module at the Woodbridge Housing Authority in Woodbridge, NJ. Students were involved in a construction project designed to assist handicapped residents. The construction manager of this project was a representative from NJ Residential Carpenters, Local 119, who was extremely impressed with the program and the students.

In addition to the arrangements being worked out with Local 119, Residential Carpenters, program administration has received a commitment from the Regional Manager of the NJ Carpenters to recruit BMWTP graduates. Additionally, the New York City District Council has stepped up its role in the program and has made commitments to increase its recruitment of program graduates. BMWTP offered graduates, through carry-over funds, the opportunity to obtain advanced training and certification in environmental remediation, thereby making them more competitive and positioning them for higher paying positions. Courses offered are asbestos supervisor, project monitor, HAZWOPER supervisor, mold remediation, and HAZMAT transport.

Job Placement Rates: 30 (81%) trainees out of the 37 trainees graduated on May 14, 2004. This year’s job placement efforts have been very fruitful with 28 trainees employed. Eighteen graduates were accepted into the New York City District Council of Carpenters as first year apprentices. Those entering the New York City Carpenters union are earning \$15.71 per hour with another \$18 per hour in fringe benefits. Two were accepted into District Council 9 of the Painters, and another is working with Local 1342, the northern New Jersey carpenters. Two individuals began work with the local utility company, PSE&G, though one accepted a higher paying job as a driller for a brownfield construction contractor. Five are in other fields (one of which was recalled to active duty in Iraq).

Table 14: Employment Status For BMWT Program Graduates: 2003-2004

| SIC Code | Description | Number of Students |
|--------------|---|--------------------|
| 1751 | Carpentry Work Contractors | 18 |
| 1711 | Stationary Engineers | 0 |
| 1629 | Laborer Contractor | 0 |
| 1799 | Asbestos/Lead Hazardous Material Removal Contractor | 3 |
| 1721 | Painting Contractor | 0 |
| 4931 | Electric and Gas Utility Worker | 1 |
| 9223 | Corrections Officer | 1 |
| 9711 | Military | 1 |
| 4213 | Commercial Trucking | 1 |
| | Other | 3 |
| TOTAL | | 28 |

Xavier University Consortium (XU)

The Deep South Center for Environmental Justice (DSCEJ) at Xavier University (XU) in collaboration with Southern University at Shreveport (SUSLA), Clark Atlanta University (CAU), the Laborers-AGC Education & Training Fund (Laborers-AGC) and OAI, Incorporated (OAI), implemented year four of the BMWTP. The program targeted 40 trainees; however, 45 were trained from three sites: New Orleans, LA with 18 students (Greater New Orleans Brownfields Job Training Program), Shreveport, LA with 10 students (Shreveport Brownfields Minority Worker Training Program), and Atlanta, GA with 17 students (Atlanta Brownfields Minority Worker Training Program).

The **New Orleans Program** targeted individuals from the greater New Orleans metropolitan area, inclusive of the communities in Central City, Gert Town, Tremè, 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. The Laborers-AGC (Livonia) provided technical training in Specialized Construction (80 hours-General Construction with concrete technology), Lead Abatement (40 hours), and Asbestos Abatement (40 hours). Delgado Marine/Fire and Industrial Training Facility (New Orleans) provided technical training in Hazardous Waste Removal (80 hours). All training segments emphasized hands-on training with work simulation and OSHA safety regulations.

The **Shreveport Program** targeted individuals 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 Laborers-AGC in Livonia, LA. The technical training consisted of an 80-hour specialized Construction course with concrete work, emphasizing hands-on work simulation and OSHA regulations.

The **Atlanta Program** targeted individuals 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. The technical training consisted of 120 hours of Basic Carpentry Skills utilizing approved instructors from the Carpenters Local #225, 120 hours of CDL Preparatory Training facilitated by a consultant with CIS, Inc, 10 hours of OSHA Safety Training facilitated by Roofer's Union Local # 136, and 40 hours of Hazardous Waste Worker training with 8 hours of Hazardous Waste Transporter training by OAI, Inc.



Xavier Team Building Exercises

In addition to the recruitment efforts of the advisory board members, they were successful with direct connections to similar training programs such as Job Corps, city/area offices of Housing Authority, and Workforce Development Initiatives that can refer or dual enroll participants. The extended orientation process includes testing, interviewing, and the Week of Endurance, a three-day to week-long segment of structured activity that includes informational seminars, individual and group activities and competitions, field trips, and work site visits.

The work-based curriculum was developed and improved to address the academic needs encompassed within technical training for the environmental remediation field. The new Job Readiness Course was also offered and individual counseling was provided to those trainees in need. Forty-five (45) trainees successfully completed basic skills training.

Each of the local job developers assisted with recruitment, orientation, and attendance counseling during basic skills training, and helped to develop opportunities for the employment of the trainees. This year, Stephen Stanley, Job Development Coordinator, worked on a regional basis on all job placement activities and was successful in coordinating an asbestos abatement job at Louisiana State University (LSU) that provided employment for program graduates from New Orleans and Baton Rouge. Job opportunities in the New Orleans area were heightened this year by mold remediation opportunities with the NASA facility in Mississippi (Stennis Space Center). The contractor provided the additional training needed and hired many of this year's program graduates as well as graduates from previous programs. Job opportunities in Louisiana are consistently available through private contractors; however union job placements have not been fruitful. In Atlanta, the various union collaborators have provided many job opportunities for their program graduates as reflected by the placement statistics cited below.

Job Placement & Lessons Learned:

Atlanta has obtained employment for 14 of its 17 trainees, for a placement rate of 76%. Placements varied from roofer to transporter operator, with salaries up to \$11.00/hour. For New Orleans, all 18 trainees had been placed, for a placement rate of 100%. Most of the placements were in asbestos or mold remediation and were in the \$12.00 to \$15.00/hour range. Shreveport worked steadily and placed 7 of 10 (70%) of their trainees. The jobs in Shreveport varied, but the most successful placements were for concrete finishers at \$8.00/hour. The overall placement rate for the consortium was outstanding at 84%.

Another lesson learned this year was the emergence of mold remediation as an opportunity for job placement. Remediation Technologies, a company based in Ft. Worth, Texas, provided an 8-hour mold remediation training course for 30 recent and past graduates for positions at the Stennis Space Center in Mississippi, 45 miles from New Orleans. The contractor paid a higher rate for Xavier-trained workers with lead or asbestos certifications and paid for trainees' physicals. Mold remediation training will be incorporated into the upcoming training. Lead workers are also in great demand in the New Orleans area according to ODEN Environmental who hired four program graduates.

Besides lead work, asbestos work has continued to be among the major opportunities for local environmental abatement employers with several companies hiring the trainees as asbestos technicians. For example, Horsley Enterprise in Boulder, Colorado hired trainees because they meet all of their requirements including Colorado licensure. The company also provided transportation, per diem and hotel accommodations for the workers while in Colorado. Also, Mr. Stanley's coordination effort with Baton Rouge has proved productive in placing trainees in jobs along the Mississippi River Chemical Corridor. As a result, the demand for workers exceeded the program's supply of trained and certified workers.

To assist with employment, refresher training was conducted in various areas. Hazwoper refresher was conducted for the Atlanta and New Orleans programs with the help of carryover funds. Also other graduates received refresher training in Lead and Asbestos Abatement during this year of training.

Brownfields 2004

The following article from the National Clearinghouse weekly E-Newsbrief summarizes some of the NIEHS activities at the EPA 2004 National Brownfields Conference:

During the 9th Annual Brownfields Conference in St. Louis, Missouri, the NIEHS set the stage for six dynamic sessions pertaining to job training and worker safety and health at Brownfields sites. As a co-sponsor for the second consecutive year, NIEHS reached out to brownfield stakeholders, practitioners, and decision makers during this premier forum to highlight its BMWTP and related success stories.

In the month preceding the Conference, NIEHS invited the moderators who would be hosting sessions at the Conference to submit a training success story related to their Brownfields activities supported by NIEHS. As a result, much enthusiasm was created during those weeks in which four success stories, under the theme “Protecting our Workers – Involving our Communities,” were posted in the Worker and Education Training Program (WETP) electronic newsbrief. Please visit the **WETP newsbrief archives** (<http://wetp.org/wetp/index.cfm?fuseaction=archives>) for the weeks of August 20 – September 10, 2004 to view these postings.



Kizetta Vaughn introduces the panelists at the Connecting the Dots: Job Training for Community Residents session.

The first NIEHS sponsored session, *Connecting the Dots: Job Training for Community Residents*, supported Administrator Leavitt’s comments. Moderated by Kizetta Vaughn of the Center to Protect Workers’ Rights, this kickoff session consisted of a panel of local elected or city officials who led discussions about ways in which cities could connect job training to local jobs for community residents. Noemi Emeric began the panel by enthusiastically discussing of how the City of Los Angeles makes this connection. She focused on the success of the Los Angeles Conservation Corps – including the

Center to Protect Workers’ Rights – to demonstrate how a high job placement rate can be bolstered through tracking students for the first year; offering supportive services such

as union initiation fees, starter tools, and guidance on writing resumes; negotiating first source hire agreements with developers; and advocating redevelopment incentives such as employer wage credit and brownfields tax deduction.

The second day of the Conference greeted the NIEHS community with a packed schedule. The morning began at 9:00 am with the *NIEHS Brownfields Job Training Meeting*, moderated by Sharon Beard and Ted Outwater of NIEHS. Ms. Beard noted that as of August 31, 2003, 1,860 students have been trained. She emphasized however, that while the Program has sustained an overall sixty-six percent job placement rate, new data, dated on May 31, 2004, demonstrates an even higher placement rate as an additional 262 students were trained, with 179 employed.

Next, Don Elisburg updated the audience on information and ideas he learned while attending the Brownfields Transaction Forum earlier in the Conference. Mr. Elisburg expressed that stakeholders are beginning to see that future issues related to brownfields worker safety and health training are bigger than just local hire concerns. Strategies that are implemented must be able to place workers in permanent employment, which will support the desired community enhancement and economic benefits.

Then, in the second half of the meeting, participants were divided into breakout groups during which they discussed lessons learned and best practices in recruitment, job placement, and emerging environmental training fields. In the words of Mollie Dowling, Program Manager, Environmental Health & Safety with OAI, Inc., “The Brownfields Job Training Meeting was an exceptional opportunity for awardees and NIEHS staff to share innovative thoughts and ideas as well as help one another collect and discuss our best practices from all of the nationwide programs. Our staff came away with some truly useful insights and sincerely enjoyed the exciting dialogue about ways for all of us to improve our program design and delivery.”

Program Update for September 1, 2004 – August 31, 2005

On July 1, 2004, all the current NIEHS Awardees submitted reapplications for continued funding for the period beginning September 1, 2004. This is the fifth 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. Approximately 2.2 million dollars of the September 1, 2004 to August 31, 2005 funds were allocated to continue support of the BMWTP to train individual in hazardous waste, environmental cleanup jobs and emergency responders targeting Brownfields. As a result of the funding, NIEHS made 5 continuation awards to:

- 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

Due to the reduction of \$800,000 in budget for the Brownfields program for this budget period, NIEHS allocated additional funding from our direct appropriations to continue supporting this important training partnership. See Appendix 1 for breakout of funds for each awardee for the budget period of September 1, 2004 to August 31, 2005. 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.

As the fifth and final year of the current cooperative agreements approached, the NIEHS WETP released the Request for Applications (RFA) ES-04-005 entitled Hazardous Material Worker Health and Safety Training. This RFA opened competition for the next five year funding cycle. The application deadline was set for September 22, 2004 with final funding decisions to be announced after May, 2005. The RFA included 4 distinct program areas: Hazardous Waste Worker Training Program (HWWTP), Minority Worker Training Program (MWTP), Brownfields Minority Worker Training Program (BMWTP), and the Hazmat Disaster Preparedness Training Program (HDPTP). For more information on the RFA go to www.niehs.nih.gov/wetp/rfaguidelines.html

APPENDICIES

Appendix 1: Brownfields Yearly Funding Summary Per Awardee

NIEHS/EPA Brownfields Minority Worker Training Program Funding Summary For Budget Periods 09/01/98-08/31/2004

| AWARDEE | 09/01/1998 AWARD | 09/01/1999 AWARD | 09/01/2000 AWARD | 09/01/2001 AWARD | 09/01/2002 AWARD | 09/01/2003 AWARD | 09/01/2004 AWARD ¹ | TOTAL |
|---|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|----------------------------------|---------------------|
| Center to Protect Workers' Rights | \$1,350,000 | \$1,350,000 | \$853,769 | \$879,386 | \$1,005,748 | \$800,000 | \$800,000 | \$7,038,903 |
| Clark Atlanta University ² | \$590,000 | \$590,000 | N/A | N/A | N/A | N/A | N/A | \$1,180,000 |
| Laborers-AGC Education and Training | \$390,000 | \$400,000 | \$638,262 | \$611,197 | \$530,936 | \$395,000 | \$395,000 | \$3,360,395 |
| National Puerto Rican Forum | \$670,000 | \$670,000 | \$440,141 | \$448,485 | \$429,468 | \$284,000 | \$284,000 | \$3,226,094 |
| University of Medicine and Dentistry of New Jersey ³ | N/A | N/A | \$502,084 | \$504,652 | \$509,281 | \$371,000 | \$371,000 | \$2,258,017 |
| Xavier University ³ | N/A | N/A | \$565,744 | \$556,280 | \$524,567 | \$350,000 | \$350,000 | \$2,346,591 |
| TOTAL | \$3,000,000 | \$3,010,000 | \$3,000,000 | \$3,000,000 | \$3,000,000 | \$2,200,000 | \$2,200,000 | \$19,410,000 |

¹ Current budget period 09/01/2004 – 08/31/2005

² Last year in the BMWTP as a primary awardee.

³ First year in the BMWTP

Appendix 2: Six-Year Summary of Students Trained Per Awardee

NIEHS/EPA Brownfields Minority Worker Training Program (Six-year Summary of Students Trained per Awardee)

| AWARDEE | 1998-1999 STUDENTS TRAINED | 1999-2000 STUDENTS TRAINED | 2000-2001 STUDENTS TRAINED | 2001-2002 STUDENTS TRAINED | 2002-2003 STUDENTS TRAINED | 2003-2004 STUDENTS TRAINED | TOTAL |
|--|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|--------------|
| Laborers-AGC Education and Training | 20 | 20 | 79 | 70 | 66 | 90 | 345 |
| Center to Protect Workers' Rights | 270 | 250 | 102 | 134 | 106 | 86 | 948 |
| National Puerto Rican Forum | 75 | 126 | 60 | 53 | 98 | 22 | 434 |
| Clark Atlanta University ¹ | 41 | 44 | 16 | N/A | N/A | N/A | 101 |
| Xavier University ² | N/A | N/A | 42 | 49 | 44 | 45 | 180 |
| University of Medicine and Dentistry of New Jersey ² | N/A | N/A | 30 | 35 | 30 | 37 | 132 |
| TOTAL | 406 | 440 | 329 | 341 | 344 | 280 | 2,140 |

¹ Last year in the BMWTP as a primary awardee.

² First year in the BMWTP

Appendix 3: Six-Year Summary of Employment Per Awardee

NIEHS/EPA Brownfields Minority Worker Training Program (Six-year Summary of Employment per Awardee)

| AWARDEE | 1998-1999 TOTAL EMPLOYMENT | 1999-2000 TOTAL EMPLOYMENT | 2000-2001 TOTAL EMPLOYMENT | 2001-2002 TOTAL EMPLOYMENT | 2002-2003 TOTAL EMPLOYMENT | 2003-2004 TOTAL EMPLOYMENT | TOTAL |
|--|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|--------------|
| Laborers-AGC Education and Training | 15 | 13 | 46 | 38 | 48 | 61 | 221 |
| Center to Protect Workers' Rights | 166 | 154 | 83 | 78 | 84 | 75 | 640 |
| National Puerto Rican Forum | 62 | 89 | 37 | 33 | 57 | 16 | 294 |
| Clark Atlanta University ¹ | 20 | 19 | 9 | N/A | N/A | N/A | 48 |
| Xavier University ² | N/A | N/A | 34 | 35 | 39 | 38 | 146 |
| University of Medicine and Dentistry of New Jersey ² | N/A | N/A | 23 | 24 | 19 | 28 | 94 |
| TOTAL | 263 | 275 | 232 | 208 | 247 | 218 | 1,443 |

¹ Last year in the BMWTP as a primary awardee.

² First year in the BMWTP

Appendix 4: Brownfields Program Awardees & Target Communities

Brownfields Minority Worker Training Program Awardees and Target Communities for Budget Period 09/01/2003-08/31/2004

| Awardee | Number of Communities | Number of Trainees | Brownfields Communities | Job Placement Rates |
|--|-----------------------|--------------------|--|---------------------|
| Center to Protect Workers' Rights | 5 | 86 | East Palo Alto, CA and Los Angeles, CA; Salt Lake City, UT; Boston, MA; and St. Paul, MN | 87% |
| Laborers-AGC Education and Training Fund | 2 | 90 | Ventura (Southern California, CA) and Detroit, MI | 68% |
| National Puerto Rican Forum, Inc. | 1 | 22 | Kansas City, KS/MO | 73% |
| University of Medicine & Dentistry of New Jersey | 3 | 37 | New York City and Glen Cove, NY; and Newark, NJ | 76% |
| Xavier University | 3 | 45 | New Orleans and Shreveport, LA & Atlanta, GA | 84% |
| TOTALS | 14 | 280 | | 78% |

Appendix 5: Six-Year Summary of Training

NIEHS/EPA Brownfields Minority Worker Training Program Six-year Summary of Training

| YEAR | STUDENTS TRAINED | PLACED IN JOBS | PERCENTAGE OF STUDENTS PLACED IN JOBS |
|--------------|------------------|----------------|---------------------------------------|
| 1998-1999 | 406 | 263 | 65% |
| 1999-2000 | 440 | 275 | 63% |
| 2000-2001 | 329 | 232 | 71% |
| 2001-2002 | 341 | 208 | 61% |
| 2002-2003 | 344 | 247 | 72% |
| 2003-2004 | 280 | 218 | 78% |
| TOTAL | 2,140 | 1,443 | 67% |

Appendix 6: Brownfields Student Demographic Data

**NIEHS/EPA Brownfields Minority Worker Training Program
Demographics for Budget Period 09/01/2003-08/31/2004**

| | | | | | |
|---|--------------------------------|-----------------------------|---------------------------|----------------------------------|---------------------------------|
| STUDENTS | 280 | | | | |
| AGE | <u>18-25</u> 115 | <u>26-35</u> 96 | <u>36-45</u> 50 | <u>46-55</u> 17 | <u>56+</u> 2 |
| ETHNICITY | <u>BLACK</u> 196 (70%) | <u>HISPANIC</u> 65 (23%) | <u>ASIAN</u> 6 (2%) | <u>AMERICAN INDIAN</u> 2 (1%) | <u>PAC. ISLANDER</u> 11 (4%) |
| GENDER | <u>MALE</u> 237 (85%) | | <u>FEMALE</u> 43 (15%) | | |
| EDUCATION | <u>HS DIPLOMA</u> 167 (60%) | <u>GED</u> 61 (22%) | | <u>NO GED</u> 52 (19%) | |
| UN OR UNDER EMPLOYED¹ | <u>UN</u> 212 (76%) | | <u>UNDER</u> 68 (24%) | | |

¹ Employment status at entry into the program

Appendix 7: Brownfields Summary of Awardees and Training Partners

**NIEHS/EPA Brownfields Minority Worker Training Program
 Summary of Awardees and Training Partners 09/01/2003 - 08/31/2004**

| AWARDEE | PARTNERS | BROWNFIELDS CITY | TYPE OF PROGRAM |
|--|---|---|---|
| Center to Protect Workers' Rights | | Silver Spring, MD (headquarters and local city programs in Boston, Salt Lake, St. Paul, E. Palo Alto and Los Angeles | Building and Construction Trades |
| | Salt Lake Community College | Salt Lake City, UT | Community College |
| | Department of Workforce Services | Salt Lake City | City Agency |
| | Youth Employability Services Program | Salt Lake City | Non-profit Training Organization |
| | Indian Training and Education Center | Salt Lake City | Non-profit Training Organization |
| | University of Massachusetts, Lowell | Lowell, MA | University |
| | JFYNetWorks | Boston, MA | Non-profit Training Organization |
| | Institute for Environmental Education | Boston, MA | Training Organization |
| | Suffolk University | Boston, MA | University |
| | The Massachusetts Department of Environmental Protection | Boston, MA | State governmental agency |
| | St. Paul Building & Construction Trades | St. Paul, MN | Building & Construction Trades |
| | Merrick Community Services | St. Paul, MN | Community Based Organization |
| | Cement Masons, Plasterers, and Shop Hands Local 633 | St. Paul, MN | Union |
| | Carpenters Joint Apprenticeship | St. Paul, MN | Union |
| | Minnesota Painting Apprenticeship, and Allied Craft Workers Local Union 1 | St. Paul, MN | Union |
| | Women's Venture | St. Paul, MN | Community Based Organization/Non-profit |
| | On-Track for Life | St. Paul, MN | Construction-based community organization |
| | Phalen Corridor Initiative | St. Paul, MN | Brownfields City Planning Agency |
| | Los Angeles Conservation Corps | Los Angeles, CA | Community Based Organization/ Non-profit |
| | WorkSource Centers | Los Angeles, CA | Non-profit Organization |
| | REBRAC | Los Angeles, CA | University-based environmental training program |

BROWNFIELDS MINORITY WORKER TRAINING PROGRAM ACCOMPLISHMENTS REPORT

| | | |
|--|---------------------------|--|
| Community Centers Incorporated | Los Angeles, CA | Non-profit Organization |
| City of Los Angeles Community Development Department | Los Angeles, CA | City Agency |
| City of Los Angeles Environmental Affairs Dept. | Los Angeles, CA | City governmental Agency |
| Opportunities Industrialization Center West | East Palo Alto, CA | Community Based Organization/Non-profit |
| Community Resource Center | East Palo Alto, CA | Community Based Organization |
| Redevelopment Agency of East Palo Alto | East Palo Alto, CA | City Agency |
| First Source Hiring | East Palo Alto, CA | Employment Agency |
| Free at Last | East Palo Alto, CA | Community Based Organization/Non-profit |
| DAYTOP Village | East Palo Alto, CA | Community Based Organization |
| Start-up | East Palo Alto, CA | Community Based Organization/Non-profit |
| Carpenters Local 217 | East Palo Alto, CA | Building and Construction Trades |
| Fleet Iron Construction | East Palo Alto, CA | Local Contractor |
| Local 3 Operating Engineers | East Palo Alto, CA | Building and Construction Trades |
| RGW Construction | East Palo Alto, CA | Local Environmental Contractor |
| National Puerto Rican Forum | Bronx, NY | Non-profit Organization |
| OAI, Inc | Chicago, IL | Non-Profit Training Organization |
| Era Environmental and Safety | Independence, MO | Environmental Training and Abatement Company |
| Municipal Correctional Institute | Kansas City, MO | City Agency |
| Laborers-Associated General Contractors Education and Training Fund | Pomfret Center, CT | Labor |
| Michigan Laborers Apprenticeship and Training Institute | Perry, MI | Labor |
| EduWorks, Inc. | New Orleans, LA | For-profit Training Organization |
| Tri Counties Labor Foundation | Oxnard, CA | Community Based Organization |
| Glenda Jones Consulting | Detroit, MI | For-profit Training Organization |
| Laborers Training and Retraining Trust Fund of Southern California | Azusa, CA | Labor |

BROWNFIELDS MINORITY WORKER TRAINING PROGRAM ACCOMPLISHMENTS REPORT

| University of Medicine & Dentistry of New Jersey | New Brunswick, NJ | University |
|---|----------------------------|--|
| New York District Council of Carpenters Labor Technical College | New York City, NY | Labor/Apprenticeship |
| Glen Cove Youth Board | Glen Cove, Long Island, NY | Youth Development Agency |
| Ironbound Community Corporation | Newark, NJ | Community Based Organization |
| St. James A.M.E. Church/ St. James Social Services Corporation | Newark, NJ | Faith-based Community Based Organization |
| Xavier University of Louisiana | New Orleans, LA | HBCU |
| Southern University at Shreveport | Shreveport, LA | HBCU |
| Clark Atlanta University | Atlanta, GA | HBCU |
| Laborers-Associated General Contractors Education and Training Fund | Pomfret Center, CT | Labor Union |
| Delgado Marine/Fire & Industrial Training Facility | New Orleans, LA | Community College |
| OAI, Incorporated | Chicago, IL | Non-profit training provider |
| Carpenters Local #225 (Reginald Williams & Lawrence Pinder) | Atlanta, GA | Union-affiliated |
| CIS, Inc. (Linda Hosten) | Atlanta, GA | For profit minority training provider |
| Roofer's Union (Gerald Scott) | Atlanta, GA | Union-affiliated |

Appendix 8: Total Training Courses, Students Trained and Contact Hours Per Awardee

**EPA/NIEHS Brownfields Minority Worker Training Program
 Total Training For Budget Period 09/01/2003-08/31/2004**

| AWARDEE | COURSES COMPLETED | STUDENTS TRAINED | CONTACT HOURS |
|--|-------------------|------------------|---------------|
| Laborers-AGC Education and Training | 41 | 90 | 28,120 |
| Center to Protect Workers' Rights | 63 | 86 | 35,314 |
| National Puerto Rican Forum | 21 | 22 | 3,590 |
| Xavier University | 32 | 45 | 13,288 |
| University of Medicine and Dentistry of New Jersey | 24 | 37 | 16,986 |
| TOTAL | 181 | 280 | 97,298 |

Appendix 9: Summary of Type and Number of Courses

NIEHS/EPA Brownfields Minority Worker Training Program Summary of Type and Number of Courses For Budget Period 09/01/2003-08/31/2004

| COURSE NAME | NUMBER OF COURSES |
|---|-------------------|
| Adult CPR | 7 |
| Asbestos Abatement Supervisor | 5 |
| Asbestos Abatement Worker Basic | 6 |
| Basic Construction Skills | 11 |
| Basic First Aid | 7 |
| Basic Math Skills | 17 |
| Basic Reading/Writing Skills | 10 |
| Basic Superfund Site Worker | 7 |
| Business Communications | 2 |
| Commercial Drivers License Class B | 1 |
| Computer Skills | 5 |
| Concrete Practices and Procedures (Concrete Technology) | 2 |
| Confined Space | 1 |
| Cutting & Burning | 1 |
| Environmental Justice | 3 |
| Environmental Preparation | 2 |
| Environmental Sampling | 5 |
| Environmental Technician | 2 |
| Evaluation of Industrial Ventilation | 1 |
| Gen. Industry Safety | 1 |
| General Construction Safety | 14 |
| HazMat Transporter/Basic | 2 |
| Hazardous Waste Characterization | 3 |
| Lead Abatement Supervisor | 4 |
| Lead Abatement Worker Basic | 7 |
| Lead Inspector Certification | 2 |
| Life Skills | 22 |
| Mentoring/Career Guidance | 14 |
| Microbial Remediation: Mold and Mildew | 3 |
| Physical Fitness | 8 |
| Scaffold | 3 |
| Site Supervisor Basic | 1 |
| Training Methods/Trainer Development | 1 |
| Underground Storage Tank Basic Worker | 1 |
| TOTAL | 181 |