



NIEHS
National Institute of
Environmental Health Sciences

WORKER EDUCATION AND TRAINING PROGRAM

BROWNFIELDS MINORITY WORKER TRAINING PROGRAM



ACCOMPLISHMENTS REPORT

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THE BROWNFIELDS MINORITY WORKER TRAINING PROGRAM UPDATE

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. According to the EPA, a brownfield is a property, the expansion, redevelopment, or reuse of which may be complicated by the presence or potential presence of a hazardous substance, pollutant, or contaminant.

Since 1998, the Brownfields Minority Worker Training Program (BMWTP) has flourished as WETP expanded its 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 its extensive health and safety training background while targeting Brownfield communities across the country. The BMWTP targets underserved minority workers in brownfield communities in activities related to hazardous substances removal, containment, transportation, emergency response, and construction. This collaborative effort between the NIEHS and the US Environmental Protection Agency (EPA) via Interagency Agreement has continued to promote the goals of the EPA Brownfields Program - "to work together in a timely manner to prevent, assess, safely clean up, and sustainably reuse brownfields." The WETP has also continued to support the National Brownfields Partnership Action Agenda. The Action Agenda is a compilation of commitments, new initiatives, events, and activities that the participating federal agencies committed to undertake in partnership to help communities deal with brownfields and associated problems.

For the past ten years, the EPA Brownfields National Conference has been a premier venue for local governments and communities to address brownfields cleanup, redevelopment, and reuse. Attracting over 5,000 participants,

the 2005 Conference continued this momentum and fostered an enthusiastic atmosphere for participants to listen, learn, and share. Much attention was placed on the importance of efficiently and effectively responding to the areas and people affected by Hurricane Katrina. The NIEHS WETP played a critical role in this year's conference by participating in seven sessions dedicated to worker safety and health training at brownfields sites. 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 an opportunity to share health and safety resources,



Dillard-Xavier training



Delaware River Cleanup Xavier Graduates

success stories and lessons learned with colleagues. A detailed description of NIEHS activities at Brownfields 2005 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 have 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 project 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 the 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 (CPWR)
- National Puerto Rican Forum Inc. (NPRF)
- Laborers-Associated General Contractors Education and Training Fund (Laborers-AGC)
- University of Medicine and Dentistry of New Jersey (NJ/NY Consortium)
- Xavier University of Louisiana (Xavier Consortium)

These 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.
- 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 administrating the program.

2004-2005 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 \$2,000,000 for the period of September 1, 2004- August 30, 2005 from the US EPA via interagency agreement (IAG) was provided to the NIEHS to administer the program. The funding summary since the start of this program can be found in Appendix 1. NIEHS also received \$800,000 through the existing IAG to conduct and fund brownfields and minority worker training activities targeting Hurricane Katrina/Rita communities in Louisiana, Alabama, Mississippi and Texas during 2006.



Dillard Southern Baton-Rouge construction

The BMWTP has reached approximately 2,448 trainees since it began, and achieved a 68% job placement rate while continuing outreach to other communities to provide this much needed training opportunity. (See Appendix 2) This year, the five BMWTP awardees provided in-depth life skills and environmental training to 308 local residents in 14 Brownfields communities. (See Appendix 3) Of these, 213 participants are now employed, a 69% employment rate as stated in Appendix 4. The impacts of these job training programs are considerable. Trainees prior to entering this program were all unemployed or chronically under employed as indicated in Appendix 5. Now these individuals are employed and giving back to their communities in taxes and community service. Consider these not uncommon examples:

- Eleven students from the CPWR program were placed at Brownfields sites, 4 at Ravenswood Site and 1 at University Bay site in East Palo Alto and 2 at Phalen Corridor in St. Paul, 4 in Alameda Corridor in Los Angeles.
- The environmental technical program of CPWR/JFY NetWorks in Boston was featured in December 2004 edition of Brownfields News as an example of effective Brownfields job training.
- For Xavier, graduates who avail themselves of refresher courses at the Center and keep their licensure current have been able to work year-round with Boh Brother and Gill Industries, major contractors within the city of New Orleans.
- The NJ/NY Consortium's Brownfields Program was very fortunate this year to expand its training in the greater Newark area with a new summer module (June 2005 through September 2005). In collaboration with the UMDNJ Foundation, the program staff successfully negotiated a \$100,000 lead grant from the Prudential Foundation, which was matched with an additional \$100,000 from the City of Newark's Mayor's Office of Employment and Training (MOET). This program enrolled an additional 28 students. Students were recruited mainly from the local Workforce Investment Board.

Overall, a total of 195 courses were offered providing 98,104 contact hours of training. (See Appendix 6) Courses ranged from adult cardiopulmonary resuscitation (CPR) and basic math to 40 hour Hazwoper and environmental sampling. (See Appendix 7) Summaries of each of the 5 BMWTP awardees' training activities for this period are contained in this document. Appendices 8 and 9 summarize the training accomplishments and activities of the training programs.

The Center to Protect Workers' Rights (CPWR)

The CPWR and its Construction Consortium for Hazardous Waste Worker Training includes the following international-national construction unions: Insulators & Asbestos Workers, Iron Workers, Boilermakers, Painters, Bricklayers, Plasterers & Cement Masons, Carpenters, Plumbers & Pipe Fitters, Electrical Workers, Sheet Metal Workers. These unions represent over 2,000,000 workers. Under this program, the CPWR consortium conducted training in conjunction with training partners in: Boston, MA – University of Massachusetts-Lowell (UML) with JFY Networks – subcontractor; 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 CPWR Consortium trained 104 disadvantaged residents living in and around designated brownfields areas in Boston, MA; East Palo Alto and Los Angeles CA; Salt Lake City, UT; and St. Paul, MN. Participants engaged in basic construction skills and/or technical environmental skills and apply those skills on jobs obtained after training. The life skills sessions prepared them for further technical training as well as entry into the work force. CPWR proposed to place 80% or 68 graduates. Ninety-six (96) or 92% of the 104 students graduated and 87 or 91% of those graduated were placed in jobs. Of the 87 job placements, 32 were environmental jobs, 46 construction and 9 in other fields. A total of 11 job placements were at Brownfields sites. By the end of the program year goals were exceeded in all of the 5 NIEHS criteria - recruitment, enrollment, training, graduation and placement and effective utilization of community partners.

Overall, in East Palo Alto, all 26 students trained are employed. In Boston, 14 of the 18 trained are employed; in Los Angeles 17 of the 20 students trained are employed; in St. Paul 14 of the 16 trained are employed and in Salt Lake City of the 24 students trained, 16 are employed.

A total of 44,873 contact hours of training, including 6,424 environmental training contact hours were provided to students.

Additional highlights for the program include:

- Average wages earned increased 8% over those earned by graduates in previous year, wages ranged from \$10.94/hr. to \$36.00/hr.
- Recruitment efforts yielded more than 600 applicants for 85 training slots which evidenced the demand for this training.
- EPA Region I awarded JFY NetWorks an Environmental Merit Award 2005 for outstanding contributions toward environmental cleanup.



EPA CPWR graduates working at brownfield site



CPWR St. Paul construction training

- Eleven students were placed at Brownfields sites, 4 at Ravenswood Site and 1 at University Bay site in East Palo Alto and 2 at Phalen Corridor in St. Paul, 4 in Alameda Corridor in Los Angeles
- In East Palo Alto, 21 of the 26 students raised their math grade two to three levels higher further attesting to the value of the Life Skills component.
- The Los Angeles program benefited from interaction with the Workforce Investment Act (WIA) program. The WIA agency provided intake services for all enrolled students including educational assessments, tutorial services, bus passes and tokens.
- The St. Paul program initiated an after care program that expanded and enhanced its student tracking and job retention efforts – 100% of students were tracked but more significantly, all maintained a continuum of employment for the entire period.
- The Salt Lake City program attained sustainability when Salt Lake Community College integrated the Brownfields program into its regular college courses.



CPWR St. Paul construction training

Five Year Summary of Training: For the period of 2000-2005, the aim of the program was to create specific career pathways for 425 unemployed and underemployed ethnic minorities through delivery of comprehensive environmental and construction skills training. During this five year period the CPWR Consortium enrolled and trained a total of 532 students and placed 76% or 404 students.

A total of 247,969 contact hours of training were provided, 499 trainees graduated and 406 were employed in various industries, such as lead abatement, asbestos abatement, carpentry, hazardous waste workers, carpenters, cement finishers, painters, environmental technicians, environmental samplers, lab technicians and laborers.

Success Stories: Collectively, all programs felt that the significance of the training was often illustrated by the testimonies of the graduates. Following are quotes from graduates on the effectiveness of the program.

- “..I have found that one benefit of a good education is not only a greater knowledge of certain subjects, but also a better understanding of oneself and others. Since September of 2004 I have been a Program Technician with the Northeastern Regional Office of the USDA Food & Nutrition Service. The health and safety certifications that I earned and the knowledge I gained from the program have been a tremendous benefit, not only to my landing this \$41,000 + job, but also informs my work daily.” Valarie B. 2004
- “My preparation in sampling techniques and following the protocols for the safe use of various equipment and instruments that I learned at JFYNetWorks has been especially helpful. But it is not just the technical skills. I learned a lot about myself and how to improve my interviewing, resume writing and workplace communication in my classes at JFYNetWorks. And the MoneySmart curriculum helped me to plan my financial future, saving my money to continue my goals. One of those plans is to further my education. I am grateful to the JFYNetWorks environmental technician program for providing me an opportunity that I wouldn’t have otherwise gotten or been able to afford on my own. Please thank the people who fund this program.” Aziza J. 2005
- “They are training [me] to be a project manager. I am doing inventory, payroll, and scheduling and I am loving it. I want to thank everyone for getting [me] to this point. I will always need advice to move ahead in this industry. Thank you again for everything; you have really changed my life.” Lawrence G. 2004

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

The Laborers-AGC focused its Brownfields program on two urban areas: Detroit, Michigan and Southern California. A total of 80 participants started and 58 trainees completed training: 36 in Detroit and 22 in Southern California. Of the 58 program graduates, 40 were employed, 23 in Detroit and 17 in Southern California. Fourteen, or 35%, have been indentured into the Laborers' Construction Craft Laborer (CCL) Apprenticeship Program – 11 in Detroit and 3 in Southern California. The CCL Program allows for mentoring and lifelong education and training along a broad career path. Salaries range from \$18,200 to \$41,600. Attrition due to failed drug tests and voluntary withdrawals in the Detroit program accounted for the low level of program completion.

In Detroit the Michigan Laborers' Training Apprenticeship Institute, a community-based program consultant, Laborers Locals 1191, 334 and 1076 and Detroiters Working for Environmental Justice partnered to conduct three cycles of training. Participants received life skills, general construction, asbestos abatement supervisor, hazardous waste worker, and lead abatement training for a total of six weeks or 240 hours of instruction. During the final two weeks of training the participants were given the Michigan State Lead Test, administered by government officials at the training facility. Local contractors actively recruited program graduates because of their training and their potential for further skill development. The Locals also found jobs for the graduates. Pay rates range from \$15-\$21 per hour before benefits, with full benefit packages reaching \$32.81 at journeyman status.

The Southern California program provided remedial academic support, life skills, and job skills training for residents of targeted communities in the greater Los Angeles region, Ventura, Santa Barbara, San Luis Obispo, and Los Angeles. The program was designed to prepare participants for work in the locally strong hazardous waste remediation industry. Laborers-AGC subgrantees, the Laborers Training and Retraining Trust Fund of Southern California (the Training Fund) and the Tri Counties Labor Foundation (TCLF) implemented the California program. After a strong and rigorous recruitment and intake program by TCLF, training consisted of basic math, reading/writing, general construction, hazardous waste worker, lead and asbestos abatement, and mentoring/career guidance. Following the training, TCLF provided support activities geared toward identifying potential jobs and preparing program participants for work.

The Training Fund conducted the environmental remediation training for the participants, including hazardous waste worker, lead abatement, and asbestos abatement worker courses. They also arranged for state testing for lead abatement worker certification and provided test preparation sessions. Through two cycles of training, 22 students were trained with all 22 successfully completing training resulting in a total of 9680 contact hours.



Laborers-AGC BMWT



Laborers-AGC BMWT

Five-Year Program Summary: The 2000-2005-grant period was very successful in providing environmental and construction based training to disadvantaged residents of color in the cities of Lowell and Boston, Massachusetts; Detroit, Michigan; and Southern California. During this five year period, a total of 361 individuals were trained. Of the 361 individuals trained, 68% or 244 participants obtained employment on environmental remediation jobs or are working as construction craft laborers. The program was based on building creative collaborations and partnerships to accomplish program goals and objectives. The program partnerships included: New England Laborers Training Academy and the University of Massachusetts Lowell (UML); Michigan Laborers Training and Apprenticeship Institute and Detroit Works Partnership; Laborers Training and Retraining Trust Fund of Southern California and Tri-Counties Labor Foundation. The following is a five-year summary for each program.

The University of Massachusetts Lowell partnered with Laborers AGC for the first two years of the 2000-2005-grant period. In those two years the Lowell program in conjunction with the New England Training Academy (NELTA) produced 85 qualified trainees. Through the program, 39% or 33 trainees obtained employment as environmental remediation workers or as construction craft laborers. The salaries ranged from \$18,000 to \$48,000.

During its five-year tenure, the Detroit BMWTP produced 184 qualified trainees. Of the 184 successful participants, 138 or 75% obtained employment as environmental or construction craft workers. This gave participants valuable job experience that better prepared them for full-time employment after the end of the program. Some have gone on to finish college and earn degrees, applying credit hours earned from job skills training toward their college requirements. Several have become homeowners and are confident in their ability to become economically secure.

Laborers Training and Retraining Trust Fund of Southern California/ Tri-Counties Labor Foundation began in the 2001-2002-grant year. Over the course of the five-year grant period, this collaborative venture trained a total of 92 individuals. Overall job placement for the trainees was 80% (73 individuals), with salaries ranging from \$18,000 to \$41,000.

Success Stories: Carlos is a 26 year old Hispanic male who was taking care of a girlfriend and his son when he started the program. Carlos is a former drug addict who has taken his sobriety seriously and who regularly attends meetings. Carlos successfully completed training, submitted his apprenticeship application, and completed the Laborers-AGC Apprenticeship Boot Camp. He has since been employed doing traffic control and is earning \$11.80 per hour as an apprentice. Carlos looks forward to the additional training he will be offered through the Laborers Apprenticeship Program while securing his future as a Construction Craft Laborer. Now better able to support his young son, Carlos looks forward to marriage, having family medical coverage, and a retirement plan.

Marc is a 27 year old Hispanic male and former gang member who heard about the program from a friend. He contacted a TCLF instructor to learn more about the program. Marc was always very animated and enjoyable to be around while participating and completing the BMWTP. Upon completion of the program, Marc submitted his apprenticeship application and attended the Laborers Apprenticeship Program's boot camp. As an apprentice, Marc began earning \$11.80 per hour and is happy to have a steady paycheck. He is very proud that he is now able to support himself and does not have to rely on family members. He is also excited that he was finally able to purchase a more reliable vehicle. In his words, "I needed a car to get me to work everyday without having to worry about it not starting in the morning."

National Puerto Rican Forum/OAI Consortium (NPRF/OAI Consortium)

The NPRF/OAI Consortium’s Brownfields Program targets ethnic minority students who have an interest in environmental, construction, or related/transferable fields. The program was offered in two training cycles in Kansas City, Missouri. For the 2004/2005 fiscal year, the National Puerto Rican Forum (NPRF)/OAI Consortium enrolled 23 students and graduated 22 students while delivering 16 courses generating 3920 instructional hours. Of all the trainees, 10 students are currently employed in the construction and/or environmental industries and 4 are employed in related fields that come in contact with hazardous materials.

OAI, with assistance from the Municipal Correctional Institution (MCI), a minimum-security facility, and Era Environmental and Safety, Inc. (Era), recruited 20 individuals for the first training cycle. Ten individuals were enrolled in the courses and 9 completed the program. The program offered 6 courses and generated 1,702 contact hours. The students received training in the 40-hour basic superfund site worker course and instrumental enrichment, a critical thinking skills component, taught by OAI staff instructors. Era Environmental taught the asbestos supervisor, lead worker, mold awareness and OSHA 30-hour for general industry courses. The program graduation in February drew a City Council Member, the safety manager and project manager from Cleveland Wrecking, former graduates, and many family members and friends. Three students have begun working with a local Brownfields contractor earning prevailing wages of \$14/ hour. One of these individuals told OAI that, “Since I didn’t graduate from high school, it will be an honor to bring my parents [to my graduation] and receive these certificates. I want to show my family how I made the best of this circumstance. I would like to get into an apprenticeship program and possibly own my own business someday. I just want to have a good job one day and save money.”

OAI, with assistance from Era Environmental and Safety, Inc. (Era) and the Community Fellowship Church of Jesus Christ (a local congregation located within the Troost Corridor), recruited 40 individuals for the second training cycle. Thirteen individuals were chosen and enrolled and all 13 completed the program. The program offered 10 classes and generated 2218 contact hours. OAI conducted the 40-hour basic superfund site worker and the instrumental enrichment courses. asbestos worker & supervisor, lead worker, mold awareness, osha 30-hour for general industry, and basic first aid courses were all taught by era. students also received additional certifications such as lead inspector and lead risk assessor.



OAI construction training



OAI students in hazardous waste course



OAI construction training

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

The Labor Technical College in New York City took the lead in running this program for the NJ/NY Consortium. The area covered by the NJ/NY Consortium is the Newark metropolitan area as well as Glen Cove, Long Island, an EPA Brownfield Showcase Community. Newark continues as the hub of the program 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 quality training alternatives. The recruitment process runs in partnership with St. James AME Church/St. James Social Services Corporation (St. James), and the Glen Cove Youth Board (GCYB), recruits through the penal system, low-income housing projects, veterans organizations, homeless organizations, and labor department offices.



UMDNJ Training

The BMWT was very fortunate this year to expand its training in the greater Newark area with a new summer module (June 2005 through September 2005). In collaboration with the UMDNJ Foundation, the program staff successfully negotiated a \$100,000 lead grant from the Prudential Foundation, which was matched with an additional \$100,000 from the City of Newark's Mayor's Office of Employment and Training (MOET). This program enrolled an additional 28 students. Students were recruited mainly from the local Workforce Investment Board.

The community based organizations (CBO) partners, St James and GCYB, recruited 173 individuals from in and around Newark and Glen Cove and the resulting class included students from age 20 to 50, with life histories both untouched and scarred by lifetimes in underserved communities. CBOs and consultants provided a series of life skills training including state-approved GED classes, workshops to address family, health, drug awareness, and parenting issues, money management with the 10 hour FDIC Money Smart Program and computer literacy. The health and safety training and hands-on shop instruction was offered by the Labor Technical College in New York City and environmental remediation courses were provided by UMDNJ at the School of Public Health facility in Piscataway, New Jersey. The program expanded and codified its life skills curriculum to provide a more cohesive scope and sequence. BMWT hired a professional consultant group, Onyx Associates, to develop curriculum and assist with instruction. In addition, Kathy Boyd, a retired human resources professional provided career guidance. Also, the writing curriculum was unified by a professional instructor, who also taught the course this year. The program incorporated the mold/microbial remediation 16-hour course into the regular curriculum (it was piloted in the previous program year). Other additions included 8-hour supervisor, 30-hour OSHA Construction, blueprint reading and introduction to welding.

The BMWT program continued its fruitful partnership with Habitat in April. The mission of this organization, similar to Habitat for Humanity, seeks private resources to provide construction related assistance to individuals or communities in need. This collaboration led to a service-learning module at the Woodbridge Housing Authority in Woodbridge, NJ. Students were involved in the demolition and reconstruction of low-income housing units and also worked on the redesign of a garage space for a wheelchair-bound elderly resident in New Jersey. The construction manager of this project was a representative from NJ Residential Carpenters, Local 119, who was extremely impressed with the brownfields program and the students. Glen Cove students continued to participate with Habitat for Humanity, alongside the MWT students, in constructing low-income homes in Jamaica, Queens.

Thirty-one students were accepted into this year's program. Of these, 23 (74%) were graduated on May 2005. This retention rate is slightly lower than in the previous two years. 12,922 contact hours were achieved by the spring program, which includes the incorporation of a 16-hour mold remediation course, 8-hour supervisor, introductory welding, and blueprint reading, as well as the 30-hour Construction course.

Employment for this group has been primarily in the environmental remediation field. One student is currently a member of the Laborers Local 78 (asbestos workers). Fourteen graduates are working in environmental remediation. Two students have lost contact with the program and cannot be located. One graduate opted to start her own business at the end of the program, though in an unrelated field. Several students have been working on long-term asbestos abatement sites, both in Newark and out of state. Wages range from \$25 to \$35 per hour, which is an astonishing turnaround in many of their lives. Four of the five Glen Cove graduates entered the New York Carpenters Union.

Xavier University Consortium (Xavier Consortium)

The Deep South Center for Environmental Justice (DSCEJ) at Xavier University (XU) in collaboration with Southern University at Shreveport (SUSLA), Clark Atlanta University (CAU), and the Laborers-AGC (Laborers-AGC) Education & Training Fund, implemented year 5 of the Brownfields Minority Worker Training Program. The program targeted forty (40) trainees from three sites: New Orleans and Shreveport, LA and Atlanta, GA.

The Greater New Orleans Brownfields Worker Training Program (NOB 5) targeted fifteen (15) individuals, 18 years of age or older, from the greater New Orleans metropolitan area, including Central City, Treme, Gert Town, uptown/St. Thomas area, the lower 9th ward, the Agricultural Street Landfill area, Hollygrove, Algiers, and New Orleans East. Six weeks of basic skills training was held at the DSCEJ training facility. The Laborers-AGC provided an 80-hour construction course with concrete technology at its boarding facility in Livonia, LA. This segment was conducted in week-long increments during two successive weeks. Delgado Fire School conducted a 40-hour Hazardous Waste Worker course at its training facility in New Orleans East. The Lead and Asbestos Abatement and Mold Remediation courses were conducted by KDC Environmental at the DSCEJ training facility. Each of these technical training components incorporates hands on work simulation training and emphasizes on-the-job-safety through OSHA rules and regulations.

The Shreveport Brownfields Minority Training Program targeted ten individuals, 18 years or older, from Shreveport's inner city area, inclusive of the Agur Industrial area, Allendale, Cedar Grove, the Highland/Stoner area, Ledbetter Heights, and Queensborough. The four-week basic skills segment was held on SUSLA's metropolitan campus. The technical training course was provided by Laborers-AGC in its Livonia training facility. The technical training consisted of an 80-hour construction course with concrete technology that emphasized hands-on training with OSHA safety regulations.

The Atlanta Brownfields Minority Worker Training Program targeted fifteen 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. The technical training consisted of 120 hours of basic carpentry utilizing approved instructors from the Carpenters Local #225, 120 hours of CDL preparatory training facilitated by CIS, Inc., 10 hours of OSHA safety training facilitated by the Roofer's Union Local #136, and 40 hours of hazardous waste worker training with 8 hours of hazardous waste transporter training conducted by OAI, Inc.

While basic skills training varied from four to six weeks, all training sites emphasized academic remediation or enhancement and life skills training. Course offerings include study skills (reading/writing), mathematics,



Dillard-Xavier students



Xavier graduates resting after searching for remains from the Columbia Space Shuttle

introduction to hazardous materials terminology, physical fitness (fitness for duty), life skills, job readiness, and computer basics. In addition, each site provides individual counseling (several sessions for each trainee), special seminars on issues specific to the trainees' needs, and field trips to work-related sites. The work-based curriculum has evolved over time, constantly improved and embellished to assure its effectiveness and appropriateness for the training population.

There is a Job Developer at each site whose main emphasis is appropriate placement of program graduates on jobs that utilize their certifications. Jerry Magee, acting Job Developer and Job Placement Specialist, coordinated regional efforts for all sites. Because of an increase in renovation and construction of hotels, condominiums, and apartments in the New Orleans area, many of this year's program graduates were able to obtain asbestos abatement jobs with two local contractors who have contracts on brownfields sites within the city. Job placement was almost 100% within two weeks of program completion in New Orleans. Coordination with Baton Rouge's Job Developer identified opportunities for employment for many of those trainees as well.



Dillard-Xavier fitness training

Job placement for all sites under this program showed varying degrees of success. In Shreveport, of the ten trainees that completed the program, six were employed for a 60% placement rate. The jobs were mostly in the construction and carpentry field with a wage rate between \$8.50 to \$10.00 an hour. In Atlanta, all 15 students are employed for a 100 job placement rate. The jobs range from carpenter's assistant at \$8.00/hour to environmental technician at \$11.00/hour. In New Orleans, of the seventeen trained, sixteen have been placed, for a ninety-four (94%) placement rate. These jobs range from construction/carpentry at \$9.50/hour to asbestos worker at \$12.05/hour. Overall, thirteen of the forty-two trainees were placed in an environmental field. Twenty-four of the forty-two trainees were placed in the Construction/Other field. The overall placement rate for all three programs is 88%.

Success Story: One trio of graduates from the New Orleans site is working at Gill Industries as asbestos workers, earning \$11.00/hour. All three had shown great determination and commitment to get through the program. Now this trio is affectionately referred to as the "Hit Squad" at Gill Industries. They have worked on Tulane University's campus on the demolition of a building; have done asbestos abatement in various buildings in Abita Springs, and worked on schools in Jefferson Parish. They are considered to be valuable workers with long-term potential.

In an effort to track their graduates, follow-up documenting refresher certifications and employment is conducted at each site on an ongoing basis. Year four (4) job placement reports show that ninety-one percent (91%) of those trainees have continued to work in environmental jobs during the year subsequent to training. Those jobs varied from laborer at \$7.00/hour to lead, asbestos and mold abatement jobs ranging from \$9.50 to \$12.00/hour. In Atlanta, many of the year 4 trainees are now working in the transportation industry for which they received special training. Those jobs range from \$9.38 to \$12.56/hour. A unique reflection of the success achieved in the New Orleans area is that many trainees from recent programs were positioned and qualified to take part in the post-Katrina cleanup.

Five Year Summary of Training: The Xavier Consortium in collaboration with CAU, SUSLA and the Laborers-AGC implemented five years of the Brownfields Minority Worker Training Program. The program targeted forty trainees from three sites each year for five years: fifteen from New Orleans, LA; ten from Shreveport, LA; fifteen from Atlanta, GA. All of these programs targeted individuals 18 years old or older who were unemployed or underemployed and who lived in communities near brownfields remediation sites (greater New Orleans area, targeted neighborhoods in Shreveport, and targeted areas in Atlanta and East Point, GA). A total of two hundred sixteen individuals completed the program in the five years. The overall job placement rate for this program over the five years of its implementation was eighty percent (80%).

During the course of this cooperative agreement, the Xavier DSCEJ built its capacity to conduct technical training under a separate 501(c) 3 that is recognized in a tri-state training effort (Louisiana, Mississippi and Georgia). The DSCEJ in collaboration with CAU continues its worker training efforts under the auspices of Dillard University.

PROTECTING OUR WORKERS – INVOLVING OUR COMMUNITIES: NIEHS Participates in Seven Sessions at Brownfields 2005: Reaching New Heights in Redevelopment

The NIEHS Worker and Education Training Program (WETP) and its awardees addressed topics including collaborations between labor-based and community organizations; techniques used for funding, maintaining, and sustaining a job training and job development organization; public health issues at brownfield sites, and post-disaster recovery from Hurricanes Katrina and Rita. The various partnerships and collaborations of the NIEHS programs are detailed in Appendix 10. NIEHS also participated in two evening caucus sessions on environmental justice and the reconstruction of New Orleans and the Gulf Coast. Through its sessions, the NIEHS provided a needed voice and outlet to draw attention to the importance of safety and health training. As stated by the NIEHS Director, David A. Schwartz, M.D., “There is no better way to protect the health and safety of workers who are involved in our nation’s emergency response and hazardous waste clean-up efforts than to provide them with the proper training and education.”

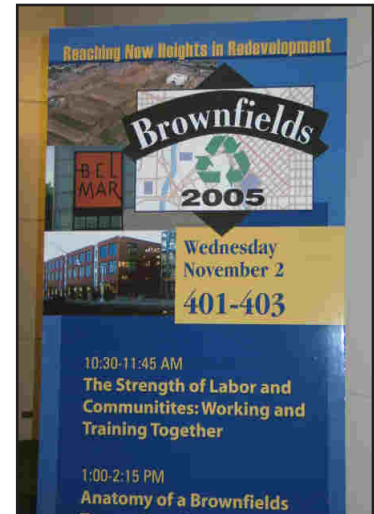
This report summarizes some of the sessions that NIEHS participated in during Brownfields 2005. The highlights from the Environmental Justice Caucus can be found by visiting the following website: <http://www.cpeo.org/pubs/CaucusReport.doc>.

On the evening of November 1st, NIEHS held a working dinner at Le Central restaurant for the NIEHS Worker Training Awardees. The dinner fostered an atmosphere of learning opportunities, including networking with colleagues. Sharon Beard guided group discussions on NIEHS and EPA updates, new and current awardee program accomplishments, NIEHS Katrina response issues, and future NIEHS workshops. There were extensive discussions regarding the role of the Brownfields and Minority Worker programs in the Gulf Coast Areas training Katrina cleanup workers. Issues such as how to target and effectively train immigrant and non-English speaking workers, interfacing with Katrina contractors and government agencies, and developing site-specific training courses and approaches to re-train Katrina displaced residents to safely engage in cleaning up their communities.

The first NIEHS session, *The Strength of Labor and Communities: Working and Training Together*, addressed unique collaborations between community and labor-based organizations. Moderated by Sharon Beard with the NIEHS, three panelists discussed how their organizations utilized the NIEHS Brownfields and Minority Worker Training Programs to successfully create these collaborations.



Lisa Sutton and Dr. Beverly Wright, Deep South Center for Environmental Justice



The panelist were: Ebony Turner, with Dillard University, Deep South Center for Environmental Justice; Kizetta Vaughn, Center to Protect Workers’ Rights (CPWR); and Harry Melander, St. Paul Building and Trades, CPWR.

Another session, *Hard Hats to HAZWOPER: Protecting Worker Health and Safety*, reviewed the relationship between the OSHA hazardous waste operations and emergency response (HAZWOPER) standards and Brownfields and covered worker training requirements and available training programs and grants. Sven Rundman III, with OSHA, moderated the session. Ron Snyder, with Kirkwood Community College, commented that this session is about being safe, keeping workers safe, and understanding that ultimately, the worker

must always be responsible for protecting himself at all times on the job. Mr. Rundman from OSHA discussed, “Revitalization Projects and OSHA Health and Safety Requirements”, and covered topics including when HAZWOPER is required, how to apply HAZWOPER when it is only contractually required, and how to approach Brownfields health and safety effectively. The third speaker, Christina Jones, with OSHA, spoke about an OSHA Brownfield site visit at the Waste Water Treatment Facility Expansion in Brooklyn, New York. Chip Hughes, with NIEHS, provided a background on the Worker Education and Training Program and several of its accomplishments and partnerships. Since Hurricane Katrina occurred, WETP training locations have been set up in New Orleans, Baton Rouge, and Biloxi. Recently, the WETP received \$800,000 from the EPA in Hurricane Katrina supplements to train residents for environmental and construction jobs in the Gulf Coast area. WETP also has an established partnership with OSHA to conduct training in the Gulf Coast.



Participants convene in small round table discussions

The final NIEHS session, titled *Post-Disaster Recovery: Environmental Cleanup and Public Health in the Aftermath of Hurricanes Katrina and Rita*, reviewed solutions for mitigating environmental risks, removing debris and contaminants, public health preservation and more. The panel began with a team presentation by Mark Johnson, Senior Environmental Health Scientist Agency for Toxic Substances and Disease Registry (ATSDR) Division of Regional Operations- Region 5 and Gary D. Perlman, Lt Commander, US Public Health Service, ATSDR, on the public health response to hurricanes Katrina and Rita. The public health concerns they identified during the response phase included the loss of basic sanitation, availability of safe drinking water, shelter locations and conditions, infectious disease, worker safety, and the vaccination of residents and workers.

The second presenter was Paul Peronard, EPA Region VIII, and On Scene Coordinator in New Orleans. He described the EPA mission and how they addressed the issues of search and rescue, flood water hazards, oil spills, fixed facility recon, orphaned hazmat, debris, household hazardous waste, air and sediment issues, and reoccupation.

Sharon Beard and Ted Outwater, representing NIEHS, spoke about the agency’s efforts dedicated towards worker safety and health training during the Hurricane Katrina recovery. Ms. Beard acknowledged Chip Hughes and Bruce Lippy’s dedication to developing and revising the Protecting Yourself While Helping Others booklet, an orientation briefing for responders. Mr. Outwater described ongoing training activities in three areas: general awareness, work zone and traffic safety, and Quality Assurance Inspector training. More information on the booklet can be found by visiting the NIEHS Hurricane Katrina dedicated website: <http://www.wetp.org/wetp/index.cfm?Current=391>. NIEHS has been working with the Red Cross, OSHA, FEMA, and contractors to maintain a consistent message and emphasize the importance of this general awareness training.

The final speaker was Mr. John Gibbons, Principal, John Gibbons and Associates, who shared information about open burning and the pro’s and cons of the use prolysis (a closed system of combustible burning of debris that creates a reduction of over 95% of the debris by weight (3-5% ash) with significant electric power generation resulting) as an alternative to open burning to dispose of the millions of tons of Katrina debris.

The session concluded with a question and answer period. Participants passionately inquired about the health and safety of individuals re-entering homes, enforcement of health and safety regulations, whether or not there will be a commitment to long-term public health monitoring, how post traumatic stress would be handled, and debris management. The panelists also emphasized they are committed to protecting human health and the environment during this cleanup process and that the public should collectively continue to push for answers about environmental health concerns if they feel there is a concern.

For a full summary of all sessions, go to [http://www.wetp.org/wetp/public/hasl_get_blob.cfm?ID=2365&searchTerm=Brownfields 2005](http://www.wetp.org/wetp/public/hasl_get_blob.cfm?ID=2365&searchTerm=Brownfields%202005)

PROGRAM UPDATE FOR SEPTEMBER 1, 2005 – JULY 31, 2006

For the period of September 1, 2005 to July 31, 2009, the NIEHS made 5 new awards for the NIEHS/EPA Brownfields Minority Worker Training Program. Applications were accepted in response to a solicitation notice in the National Institutes of Health Guide to Grants and Contracts entitled *2004 Request for Application -- RFA Hazardous Materials Worker Health and Safety Training*. This RFA used NIH cooperative agreement (U45) award mechanism for a period of up to five-years from FY 2005 through 2009. Annual renewal will be based on availability of funds, sufficient progress toward achieving training objectives, and compliance with the terms and conditions of awards. The awards included funding for targeted training to specific populations that have been identified in the respective authorizing statutes for this program.

Awards were made to non-profit organizations with a demonstrated track record of providing occupational safety and health education. Grants were awarded for a grant project period with funding provided annually from consecutive appropriations. These cooperative agreement awards are to be used to develop pre-employment and work-related training programs to increase the number of underserved minority workers, with a particular focus on residents surrounding brownfields communities. The awardees for this program are:

- Center to Protect Workers' Rights
- OAI, Inc.
- Hazardous Materials Training and Research Institute
- University of Medicine and Dentistry of New Jersey

In particular, the Brownfields MWTP focuses on the development of specialized Minority Worker Training Programs to disadvantaged and underserved residents surrounding the assessment, cleanup, and revolving loan fund grant communities as listed by the US Environmental Protection Agency. Efforts are made each year to reduce duplication of efforts or overlap in training at the locations selected under this program. As per this project period, NIEHS will not support the development of a job training program, such as the MWTP or Brownfields MWTP in a community where an existing EPA Brownfields Job Training Grant is located. More information about the Brownfields Job Training Grants can be found at <http://www.epa.gov/brownfields/job.htm>.

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, cleanup, and revolving loan fund grant projects to promote this initiative on the local level. There must be evidence of partnership with brownfield grantees in the target area(s). A complete listing of brownfields assessment, cleanup, and revolving loan grant projects with descriptions of each program can be found at <http://www.epa.gov/swerosps/bf/pilotlst.htm>.
- Provide training for two to five Brownfields communities under one application.
- Target the recruitment of underserved minority program adult participants from all age groups.
- Ensure that actual training activity occurs in a close proximity of the Brownfields Grant Community such that extensive travel funds are not incurred for the purposes of administering the program.

APPENDIX 1

Brownfields Yearly Funding Summary Per Awardee For Budget Periods 09/01/98-08/31/2005

AWARDEE	09/01/1998 Award	09/01/1999 Award	09/01/2000 Award	09/01/2001 Award	09/01/2002 Award	09/01/2003 Award	09/01/2004 Award	09/01/2005 Award ¹	TOTAL
Center to Protect Workers' Rights	\$1,350,000	\$1,350,000	\$853,769	\$879,386	\$1,005,748	\$800,000	\$800,000	\$1,020,358	\$8,059,261
Clark Atlanta University ²	\$590,000	\$590,000	N/A	N/A	N/A	N/A	N/A	N/A	\$1,180,000
Laborers-AGC Education and Training	\$390,000	\$400,000	\$638,262	\$611,197	\$530,936	\$395,000	\$395,000	N/A	\$3,360,395
Hazardous Materials Training and Research Institute ³	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$303,770	\$303,770
National Puerto Rican Forum	\$670,000	\$670,000	\$440,141	\$448,485	\$429,468	\$284,000	\$284,000	\$325,7194	\$3,551,813
University of Medicine & Dentistry of New Jersey ³	N/A	N/A	\$502,084	\$504,652	\$509,281	\$371,000	\$371,000	\$350,153	\$2,608,170
Xavier University ³	N/A	N/A	\$565,744	\$556,280	\$524,567	\$350,000	\$350,000	N/A	\$2,346,591
TOTAL	\$3,000,000	\$3,010,000	\$3,000,000	\$3,000,000	\$3,000,000	\$2,200,000	\$2,200,000	\$2,000,000	\$21,410,000

¹ Current budget period 09/01/2005 – 08/31/2006

² Last year in the BMWTP as a primary awardee.

³ First year in the BMWTP

⁴ OAI, Inc. – Awardee Name Change

APPENDIX 2

Seven-Year Summary of Training

YEAR	STUDENTS TRAINED	PLACED IN JOBS	PERCENTAGE OF STUDENTS PLACED IN JOBS
1998-1999	406	263	65%
1999-2000	440	275	63%
2000-2001	329	232	71%
2001-2002	341	208	61%
2002-2003	344	247	72%
2003-2004	280	218	78%
2004-2005	308	213	69%
TOTAL	2,448	1,656	68%

APPENDIX 3

Brownfields Program Awardees & Target Communities for Budget Period 09/01/2004-08/31/2005

Awardee	Number of Communities	Number of Trainees	Brownfields Communities	Job Placement Rates
Laborers-AGC Education and Training Fund	2	80	Ventura (Southern California, CA) and Detroit, MI	50%
Center to Protect Workers' Rights	5	104	East Palo Alto, CA and Los Angeles, CA; Salt Lake City, UT; Boston, MA; and St. Paul, MN	84%
National Puerto Rican Forum, Inc.	1	23	Kansas City, KS/MO	61%
Xavier University	3	42	New Orleans and Shreveport, LA & Atlanta, GA	88%
University of Medicine & Dentistry of New Jersey	3	59	New York City and Glen Cove, NY; and Newark, NJ	59%
TOTALS	14	308		69%

APPENDIX 4

Percentage of Students Placed in Jobs For Budget Period 09/01/2004-08/31/2005

AWARDEE	STUDENTS TRAINED	PLACED IN JOBS	PERCENTAGE OF STUDENTS PLACED IN JOBS
Laborers-AGC Education and Training	80	40	50%
Center to Protect Workers' Rights	104	87	84%
National Puerto Rican Forum	23	14	61%
Xavier University	42	37	88%
University of Medicine and Dentistry of New Jersey	59	35	59%
TOTAL	308	213	69%

APPENDIX 5

Demographics for Budget Period 09/01/2004-08/31/2005

STUDENTS	308				
AGE	<u>18-25</u> 98	<u>26-35</u> 117	<u>36-45</u> 77	<u>46-55</u> 16	<u>56+</u> 0
ETHNICITY	<u>BLACK</u> 224 (73%)	<u>HISPANIC</u> 60 (19%)	<u>ASIAN</u> 3 (1%)	<u>AMERICAN INDIAN</u> 13 (4%)	<u>PAC. ISLANDER</u> 8 (3%)
GENDER	<u>MALE</u> 271 (88%)		<u>FEMALE</u> 37 (12%)		
EDUCATION	<u>HS DIPLOMA</u> 195 (63%)	<u>GED</u> 71 (23%)		<u>NO GED</u> 42 (14%)	
UN OR UNDER EMPLOYED¹	<u>UN</u> 253 (82%)		<u>UNDER</u> 55 (18%)		

¹ Employment status at entry into the program

APPENDIX 6

Total Training For Budget Period 09/01/2004-08/31/2005

AWARDEE	COURSES COMPLETED	STUDENTS TRAINED	CONTACT HOURS
Laborers-AGC Education and Training	37	80	21,720
Center to Protect Workers' Rights	58	104	38,449
National Puerto Rican Forum	16	23	3,920
Xavier University	32	42	13,966
University of Medicine and Dentistry of New Jersey	52	59	20,049
TOTAL	195	308	98,104

APPENDIX 7

Summary of Type and Number of Courses for Budget Period 09/01/2004-08/31/2005

COURSE NAME	NUMBER OF COURSES
Adult CPR	3
Asbestos Abatement Supervisor	5
Asbestos Abatement Worker Basic	9
Basic Construction Skills	13
Basic First Aid	5
Basic Math Skills	18
Basic Reading/Writing Skills	10
Basic Superfund Site Worker	11
Business Communications	2
Commercial Drivers License Class B	1
Computer Skills	6
Concrete Practices and Procedures (Concrete Technology)	2
Confined Space	4
Environmental Justice	4
Environmental Preparation	2
Environmental Sampling	5
Environmental Technician	4
Evaluation of Industrial Ventilation	1
General Industry Safety	2
General Construction Safety	18
HazMat Transporter/Basic	1
Hazardous Waste Characterization	3
Lead Abatement Supervisor	4
Lead Abatement Worker Basic	8
Lead Inspector Certification	2
Life Skills	22
Mentoring/Career Guidance	11
Microbial Remediation: Mold and Mildew	7
Physical Fitness	8
Scaffold	2
Site Supervisor Basic	2
TOTAL	195

APPENDIX 8

Seven-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	2004-2005 STUDENTS TRAINED	TOTAL
Laborers-AGC Education and Training	20	20	79	70	66	90	80	425
Center to Protect Workers' Rights	270	250	102	134	106	86	104	1,052
National Puerto Rican Forum	75	126	60	53	98	22	23	457
Clark Atlanta University ¹	41	44	16	N/A	N/A	N/A	N/A	101
Xavier University ²	N/A	N/A	42	49	44	45	42	222
University of Medicine and Dentistry of New Jersey ²	N/A	N/A	30	35	30	37	59	191
TOTAL	406	440	329	341	344	280	308	2,448

¹ Last year in the BMWTP as a primary awardee.

² First year in the BMWTP

APPENDIX 9

Seven-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	2004-2005 TOTAL EMPLOYMENT	TOTAL
Laborers-AGC Education and Training	15	13	46	38	48	61	40	261
Center to Protect Workers' Rights	166	154	83	78	84	75	87	727
National Puerto Rican Forum	62	89	37	33	57	16	14	308
Clark Atlanta University ¹	20	19	9	N/A	N/A	N/A	N/A	48
Xavier University ²	N/A	N/A	34	35	39	38	37	183
University of Medicine and Dentistry of New Jersey ²	N/A	N/A	23	24	19	28	35	129
TOTAL	263	275	232	208	247	218	213	1,656

¹ Last year in the BMWTP as a primary awardee.

² First year in the BMWTP

APPENDIX 10

Summary of Awardees and Training Partners 09/01/2004 - 08/31/2005

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 Based Organization
The Community Development Organization		Salt Lake City, UT	Non-profit Organization
Department of Workforce Services' Boost Program		Salt Lake City, UT	Non-profit Organization
Columbus Community Center		Salt Lake City, UT	Community Based Organization
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
Jobs for Youth Networks		Boston, MA	Non-profit Training Organization
St. Paul Port Authority Training Program		St. Paul, MN	Building and Construction Trades
Merrick Community Services		St. Paul, MN	Community Based Organization
Cement Masons, Plasterers, and Shop Hands Local 633		St. Paul, MN	Union
Los Angeles Conservation Corporations		Los Angeles, CA	Community Based Organization/ Non-profit
Joint Apprenticeship Trust Local Union 5		Los Angeles, CA	Union
Community Centers Incorporated		Los Angeles, CA	Non-profit Organization
City of Los Angeles Community Development Department		Los Angeles, CA	City Agency
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

BROWNFIELDS MINORITY WORKER TRAINING PROGRAM ACCOMPLISHMENTS REPORT

First Source Hiring	East Palo Alto, CA	Employment Agency
Free at Last	East Palo Alto, CA	Community Based Organization
DAYTOP Village	East Palo Alto, CA	Community Based Organization
Start-up	East Palo Alto, CA	Community Based Organization
REBRAC	East Palo Alto, CA	Environmental Testing Contractor
Carpenters Local 217	East Palo Alto, CA	Building and Construction Trades
Local Electrician' Union	East Palo Alto, CA	Union
Labor Connections	East Palo Alto, CA	Labor
Champion Drywall System	East Palo Alto, CA	Company
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
Alice Hamilton Occupational Health Center	Silver Spring, MD	Non-profit Organization
Community Fellowship Church of Jesus Christ	Kansas City, MO	Faith-based Organization
Laborers-Associated General Contractors Education and Training Fund	Pomfret Center, CT	Labor
Detroit Recruitment and Apprenticeship Training Program	Detroit, MI	City Agency
Michigan Laborers Apprenticeship and Training Institute	Perry, MI	Labor
EduWorks, Inc.	New Orleans, LA	For-profit Training Organization
TriCounties Labor Foundation	Oxnard, CA	Labor
Jobs for Youth Networks	Boston, MA	Non-profit Training Organization
Coalition for a Better Acre	Lowell, MA	Community Based Organization

BROWNFIELDS MINORITY WORKER TRAINING PROGRAM ACCOMPLISHMENTS REPORT

University of Medicine & Dentistry of New Jersey	New Brunswick, NJ	University
New York District Council of Carpenters Labor Technical College	New York City, NY	Labor/Apprenticeship
Glen Cove Youth Board	Glen Cove, Long Island, NY	Workforce Investment Organization
Ironbound Community Corporation	Newark, NJ	Community Based Organization
St. James A.M.E. Church	Newark, NJ	Faith-based Community Based Organization
St. James Social Services Corporation	Newark, NJ	Community Based Organization
Xavier University of Louisiana	New Orleans, LA	HBCU
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 Carpenters and Joint Apprenticeship	Atlanta, GA	Labor –Building and Construction Trades
Concurrent Technologies Corporation	Atlanta, GA	Company
OAI, Incorporated	Chicago, IL	Non-Profit Training Organization
Atlanta Chapter of the National Association of Minority Contractors	Atlanta, GA	Industry Council

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