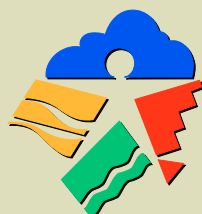


NIEHS  
WORKER EDUCATION AND TRAINING PROGRAM

# Brownfields Minority Worker Training Program Accomplishments Report

PERIOD COVERED:  
September 1, 2002 — August 31, 2003

Submitted by the



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Environmental Health Sciences**

National Institutes of Health  
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## 1.0

## 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.

Since 1998, the Brownfields Minority Worker Training Program (BMWTP) has flourished as WETP expanded the successful Minority Worker Training Program (MWTP) to more cities that participate in brownfields redevelopment efforts. Training workers to safely enter the environmental cleanup field has been a great opportunity for the WETP and has allowed the program to build 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 Brownfields 2003: Growing a Greener America Conference that was held October 27-29, 2003 in Portland, Oregon, over 4,100 people from diverse backgrounds participated, making it the largest national brownfields conference to date.

During the conference, the NIEHS, in partnership with the EPA, was proud to participate in six sessions related to the BMWTP. NIEHS also shared an information booth with the EPA Office of Solid Waste & Emergency Response (OSWER) and Labor Health and Safety Task Force, which provided awardees the opportunity to share success stories and lessons learned with colleagues. A detailed description of NIEHS activities at Brownfields 2003 is included in this report.

The NIEHS Brownfields accomplishments described in this report demonstrate the long-standing commitment to developing quality health and safety training program that has been the core of the WETP programs 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.

## 2.0 CURRENT COOPERATIVE AGREEMENT AWARDS

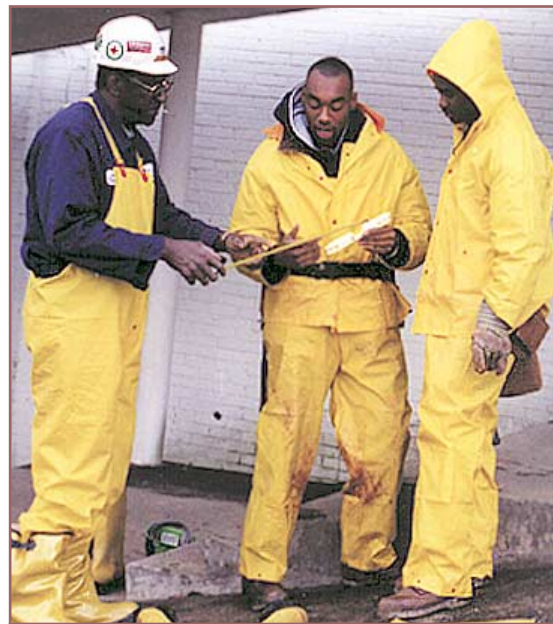
For the period of September 1, 2000 to August 31, 2005, the NIEHS made 5 new awards for the EPA/NIEHS BMWTP. Awards are made to non-profit organizations with a demonstrated track record of providing occupational safety and health education. Grants are awarded for a project period with funding provided annually from consecutive appropriations. Applications are accepted in response to a solicitation notice in the National Institutes of Health Guide to Grants and Contracts. These cooperative agreement awards are to be used to develop pre-employment and work-related training programs for minority workers, with a particular focus on mentoring activities.

The awardees for the Brownfields program are listed below.

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

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

- » Use the MWTP as a model to train and recruit community members for environmental job training opportunities associated with brownfield sites across the country.
- » Establish collaborative programs in the form of partnerships and sub-agreements with the Brownfields Assessment Demonstration Pilots to promote this initiative on the local level. There must be evidence of partnership with organizations specifically in the Brownfields Pilot Communities. A complete listing of eligible Brownfields Pilots with descriptions of each program can be found at <http://www.epa.gov/swerosps/bf/pilot.htm#assess>
- » Provide training for up to five (5) Brownfields pilots under one application.
- » Recruit minority program participants from all age groups.
- » Ensure that actual training activity occurs in close proximity of the Brownfields Pilot Community such that extensive travel funds are not incurred for the purposes of administrating the program.



Brownfields workers applying their skills to cleaning up environmental problems in their community

### 3.0 2002-2003 PROGRAM HIGHLIGHTS: PROGRESS TO DATE

The NIEHS Brownfields program having reached almost 2000 trainees since 1998 is continuing to positively change the lives of the trainees and their families in many different ways. Individuals are not only providing for their families by making \$9.50 to \$34.00 an hour, they are contributing back to their communities and their tax base. Trainees prior to entering this program were all un-employed or chronically under employed. This is specifically why the training conducted is highly successful.



Students learning construction skills at a Center to Protect Workers Rights training program

This report covers the September 1, 2002 to August 31, 2003 training period. The funding for this period is provided by interagency agreement for the fiscal year 2002 and provides funding to the NIEHS in support of the Congressional mandated activities in Superfund worker training programs, specifically the BMWTP. The total funds provided by the EPA to NIEHS were \$3,000,000. Funding per awardee since 1998 is summarized in Appendix 1. The number of trainees at these sites has increased due to aggressive recruiting by several programs. The five awardees provided in depth life skills and environmental training to **344** local residents in the 15 Brownfield communities as indicated in the chart below. 247 graduates are now employed, a 72% employment rate. This increases to **1,860** the number of trainees who received services during the past four

years. Of these, 66% are employed, as indicated in Appendices 2-3. In summary, 85% of the trainees are male; 76% are African American; and most are between 18-35 years of age. This information is described in Appendix 4.

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

Awardee	Number of Communities	Number of Trainees	Brownfield Communities	Job Placement Rates
Center to Protect Workers' Rights	5	106	East Palo Alto, CA and Los Angeles, CA; Salt Lake City, UT; Boston, MA; and St. Paul, MN	79%
Laborers-AGC Education and Training Fund	2	66	Ventura (Southern California, CA) and Detroit, MI	73%
National Puerto Rican Forum, Inc.	2	98	Kansas City, KS/MO and Baltimore, MD	58%
University of Medicine & Dentistry of New Jersey	3	30	New York City and Glen Cove, NY; and Newark, NJ	63%
Xavier University	3	44	New Orleans and Shreveport, LA and Atlanta, GA	89%
<b>Totals:</b>	<b>15</b>	<b>344</b>		<b>72%</b>

A detailed description of each of the programs is included in this report. For the BMWTP, approximately **118,352** contact hours of training were performed through **223** courses that were offered in all but one EPA region (Region 10) as described in Appendix 5. In addition to the descriptions, specific data on program employment and contact hours are vital pieces of information as they show the effectiveness of the training programs. See Appendices 6-7. As a result of this specialization, trainees' salary and wages continue to be attractive ranging from \$9.50 to \$34.00 an hour. Building successful collaborative relationships with the Brownfields community and other organizations is another strong quality of these programs. (See chart on collaborations in Appendix 8.) The success stories of graduates that have participated in these training programs continue to highlight the need for this training.

What does this program mean? Consider these two not uncommon examples from the New Jersey/New York Consortium:

- » One student started the program as a homeless person, living in the stairwell of a city housing project. The student did not reveal it to the staff until he was arrested for loitering and vagrancy. With staff assistance, he moved into transitional homeless housing and continued in the program. The young man attended every day, supplemented his lunch by using the local church's food pantry, and received each of his certifications and licenses at graduation. The student was hired within two weeks of his graduation, and now boasts a position earning \$14.94/hour with a benefits package of \$17.06/hour.
- » A Federal Probation Officer wrote in his assessment of a student he was overseeing while on probation, "His confidence level has improved 100% from where it was a year ago. This is a guy who got in trouble, and for a very long time I thought he had a 50/50 chance of doing the right thing. I have to say that since being in the Brownfields program, he has become incredibly motivated and is very excited about his future which he really wasn't a year ago...I thank you for that, and for bringing your program to us." The student graduated in the top 20% of his class, and was employed in a full-time union-based job within three weeks of graduation. He currently earns \$15.44/hour with a benefits package of \$10.56/hour.

Each of the five Brownfields Minority Worker Training Programs, their accomplishments, partnerships and training outlines are described below.

### *The Center to Protect Workers' Rights*

The Center to Protect Workers' Rights (CPWR), administered the five programs in the following cities: Boston, MA – University of Massachusetts-Lowell (UML)/Jobs for Youth (JFY Networks); 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 Consortium trained 106 minority students with 84 students employed. CPWR's goal to train 100 trainees by the end of the program year was exceeded. All of the programs, except St. Paul, conducted multiple training cycles. The following were the results for the training cycles conducted at each BMWTP.

City	# Trained	# Graduated	# Employed
Boston	19	17	9
East Palo Alto	28	28	25
Los Angeles	25	24	20
Salt Lake City	20	20	19
St. Paul	14	14	11
Totals: 5 cities	106	103	84

CPWR provided the environmental courses to its Consortium. Those courses included hazardous waste, lead and asbestos abatement, and confined space. A total of 50,810 contact hours of training were provided to 106 students. Other courses included life skills, GED training and certification, basic reading and math, general construction safety, general construction, physical fitness, mentoring and career guidance, scaffold, OSHA-10, First Aid/CPR, and environmental technologies. CPWR, through its sub-contract with the University of Massachusetts-Lowell in Greater Boston, MA, offered a new training component, Environmental Technician. The Environmental Technician training included: (1) Mentoring/Career Guidance, (2) Basic Superfund Site Worker, (3) Computer skills, (4) Life Skills, (5) Business Communications, (6) Environmental Sampling, and (7) Environmental Technician.

An ethnically diverse population was trained. There were 9 American Indian, 6 Asian, 55 African American, 27 Hispanic and 9 Pacific Islander. Other demographics of students enrolled in the five programs were as follows: Of the 106 students enrolled, 85 were males and 21 females; 65 had high school diplomas, 26 had a GED and 15 had no GED; 78 students were unemployed and 28 were underemployed at program entry. Ages ranged from 18-56 years.

The Massachusetts Coalition for Small Systems Assistance and the Massachusetts Department of Environmental Protection (DEP) Drinking Water Program piloted a Drinking Water Operator course for the second cycle Environmental Technology trainees at no cost. JFY Networks was selected as a pilot site because of the quality of its programs and their established relationships with DEP. The interactive multimedia program was originally funded by EPA and developed by the Montana Water Center at Montana State University. Materials from the EPA, DEP and industry-approved materials were applied as appropriate. Of the eight trainees that took the Drinking Water Operator certification exams, five passed the exam.

The overall goal of the Los Angeles program, administered by LACC, was to train 25 under or unemployed, disenfranchised minorities in the construction and environmental remediation field. This training would lead to meaningful, full-time career-oriented employment in industries geared toward the clean-up and economic development of the communities in which the participants live. They trained 25 students, completed two training cycles, graduated 24 students; 20 of the students are working in environmental jobs with 16 jobs located within the designated brownfields areas of Los Angeles. Partnerships with the Community Centers Incorporated (CCI), a non-profit center located in one of the City's brownfields areas and funded by the Work Source California Centers, provided individuals with the opportunity to establish self-sufficiency by means of various direct and referral services including life skills, job readiness and enrollment in the Workforce Investment Act program. Also the Joint Apprenticeship Trust -Local Union 5 of the Asbestos Workers partnered with the LACC to provide the lead, asbestos, and hazwoper training courses for the students.

Other noteworthy accomplishments of the programs are:

- 1) East Palo Alto/BMWTP/Project Build won the 2003 U.S. Environmental Award that was presented at the 15th Annual Environmental Award Ceremony at the EPA Region 9 office in San Francisco.
- 2) Christine Todd Whitman, then administrator of EPA, held the press conference announcing new EPA Brownfields Jobs Training Initiative awards from the JFY Networks office on May 16, 2003 and met the current class of environmental technician trainees.
- 3) Los Angeles BMWTP introduced the use of tax credits to bolster program support.



### *Laborers-AGC Education & Training Fund*

The Laborers-AGC Education & Training Fund (Laborers-AGC) redirected its efforts to focus on two urban areas: Detroit, Michigan and Southern California. This is the first program year for the Laborers-AG Networks C's Southern California Brownfields training. However, it is not the first year of training minorities under the MWTP for Southern California. Laborers-AGC is continuing a partnership fostered with the Tri Counties Laborers Foundation, a non-profit 501(c) (3) community based organization located in one of Ventura County's poorest neighborhoods. The organization offers workforce development to community residents who reside in Ventura, Santa Barbara, San Luis Obispo, Los Angeles and Kern Counties. All of the trainees for this Southern California program were of Hispanic decent. Now in its third year, the Detroit BMWTP continued a partnership between Laborers-AGC affiliate training fund, the Michigan Laborers Apprenticeship and Training Institute (MLATI) and the Detroit Recruitment and Apprenticeship Training Program (formerly Detroit Works Partnership) to increase training efforts around Brownfield redevelopment in the Detroit metropolitan area. Coordinated efforts between the two programs have exceeded targeted training goals. A total of 66 trainees completed training under this program with 41 trainees in Detroit and 25 in Southern California. This total exceeds the goal of 52 trainees by 27%. The Detroit BMWTP had a target goal of training 30 trainees in two cycles of 15 trainees each. They trained 11 more trainees than proposed. The Southern California BMWTP had a target goal of training 22 trainees in two cycles of 11 trainees each. This program trained 25 workers.

The overall job placement rate is 73%. As of August 31, 2003, 48 trainees were employed out of the 66 program graduates. Twenty-seven graduates are employed in Detroit and 20 are employed in Southern California. Of the 48 employed, 35 or 73% have been indentured into the Laborers' Construction Craft Laborer (CCL) Apprenticeship Program: 24 in Detroit and 11 in Southern California. The CCL apprenticeship program offers mentoring and lifelong education and training along a broad career path. Trainee salaries range from \$14,560 to \$41,600. Of the 48 program graduates employed, 24 or 51% are working on environmental jobs. These workers are employed in asbestos abatement in Detroit. In addition, 15 California program participants are working in construction at jobs that potentially could be Brownfield sites or have hazardous materials on the site. It is important to note, however, that all trainees employed are working close to or in their immediate communities. These same communities are designated Brownfield communities. Ultimately, what is most important is that all program graduates have the potential to be employed to redevelop Brownfield sites in their communities.



NIEHS awardee training on safe confined space entry

Descriptions of both programs remain consistent with the three phases of all Laborers BMWTP. In Phase I, the program engages in Outreach and Recruitment (minority residents living in or around Brownfield sites); Orientation that includes Assessment and Intake; Academic Preparation; Reading/Writing; Math; and Life Skills Training/Environmental Justice. In Phase II, the Construction and Environmental Skills Training focuses on the following courses: 40 hours each of Asbestos and Lead Abatement, 80 hours Hazardous Waste Worker, 80 hours General Construction, Apprenticeship Training (where applicable), and Community Specific Job Training (i.e. Microbial Remediation). For Phase III, this includes Post Training Employment, Employment Referral, Mentoring, Support Services, and Evaluation.

Three trainees from the Southern California program were employed before graduation with BF Oil Company, as oilfield workers. Even though the trainees are not directly involved in hazardous waste

work, the brownfields training was relevant as the employer stated that the 80 hour hazardous waste worker training gave the trainees an edge above other applicants for the positions. The oil company services Port Hueneme, which is the only deep water harbor between Los Angeles and the San Francisco Bay area and is the U.S. Port of Entry for California's central coast region, the primary support facility for the offshore oil industry. It serves international businesses and ocean carriers from the Pacific Rim and Europe. It is quite possible that with the heightened security alerts in the country, training in hazardous waste is a plus in a port that services large international businesses.

A significant benchmark of accomplishment for the Laborers is the increasing amount of program graduates who are indentured into the Laborers' CCL Apprenticeship Program. The Laborers' CCL Apprenticeship Program requires approximately two years or 4,000 hours of training. The program offers the apprentice mentoring and lifelong education and training along a broad career path. This program is not considered a "pre-apprentice" program, but in most cases it is a way for the program participants to receive exposure to the construction industry, as well as a way for instructors, training directors and local union officials to become familiar with participants. As a result, it is an ideal way for all stakeholders to determine if the Laborers CCL Apprenticeship will be of interest for them to pursue. Of the 48 graduates employed, 35 or 75% have been indentured into the Laborers' Construction Craft Laborer (CCL) Apprenticeship Program – 24 in Detroit and 11 in Southern California. This is a significant increase from the 5 apprentices who came out of the program last year. The transition of trainees into the apprenticeship program allows for collaborations to be realized between training funds, local unions and the community.

The programs in Lowell and Boston did not conduct any new recruitment or training, but continued to be active in trainee follow-up and tracking.

The most important benchmark of success for the program is the indication of positive changes in the quality of life of participants. There are success stories of specific graduates in every Laborers-AGC training site. These anecdotal stories are the best gauge of training effectiveness.

In the Detroit program, Mr. Donley, a 31-year-old African American male was underemployed upon entering the program. He worked in a small manufacturing plant making minimum wage. Mr. Donley was very skeptical, of pursuing a program that was linked to union membership. While still in training, Mr. Donley was placed with an environmental contractor at a steel plant that was closed each weekend for repairs. Mr. Donley worked more than 40 hours in one weekend making \$23.55 an hour bringing home his first paycheck of more than \$1,000.00. He was so thrilled that a unionized position could not only bring in such an abundance of money in just a few days, but he was even more surprised that after reaching 300 hours of working, benefits begin and salary is increased. Finding work that not only pays him above minimum wage but also provides benefits has made a dramatic change in Mr. Donley's life and his ability to become a success in the construction craft industry. Currently, Mr. Donley has completed all levels of training and is still employed with the same company. He is now working 7 days a week, 12 hours a day, and states that although he is tired most of the time, he is extremely happy with the profession he has chosen.

In the Southern California program still another example is the story of Mr. Franco. He is a 22 year-old young man who was underemployed when he enrolled in Cycle 1 training. He did not possess a high school diploma or GED and he has a young family to support. Mr. Franco was working for a local machine manufacturer for \$7.00 per hour for the past three years, without a raise. He expressed concern in having a dead-end job with no benefits and stated that he came to the Tri Counties Labor Foundation to look for job training after his brother had participated in our Superfund Jobs Training Initiative (Super JTI) Program in 2001-2002. Mr. Franco wanted a better life for himself and his family and wanted to have something to show for his accomplishments. He enrolled in Oxnard Adult Education where he received tutoring for his GED Exam. After passing the exam, obtaining his GED and completing job skills training, he is now a member of Laborers' Local Union # 585 in Ventura County working as an apprentice. He is earning \$11.08 per hour, four more dollars per hour than he earned for the past three years and has health

benefits for both himself and his family. He recently stopped by the BMWTP offices to show off his new car. This was a major accomplishment because he used to ride a bike to training every day. He continues to tell program staff that being in the program changed his life, and he would recommend the program to anyone wanting to earn a good wage and have good benefits.

Another Southern California success story is Mr. Santizo. He is an 18 year-old young man who was underemployed when he enrolled in Cycle 1 training. He was working part-time at a movie theater earning minimum wage and no benefits. On several occasions he visited the Tri Counties office asking about the program but not really committing to participate. He wanted to do something with his life, and after much encouragement from program staff and family, he enrolled and completed all levels of training. He is now an apprentice with Laborers' Local Union # 585 in Ventura County, earning \$11 per hour, more he says, than he could have ever imagined.

The Munoz brothers, ages 22 and 25 respectively, who live in the Los Angeles area heard about the Brownfields program after having been unemployed and gone into Laborers' Local Union # 300 in Los Angeles to see about joining the union. The Business Manager at the local referred them to the Tri Counties training. The brothers contacted the Tri Counties office and made the two and a half hour trip to spend a great deal of time with staff to ensure that the program was something they wanted to do. One brother worked on and off as a janitor for minimum wage and no benefits while the other indicated that he had a wife and two small children he needed to support, and he wasn't able to do that as a day laborer with no benefits. His earnings had never been more than \$8.00 per hour when work was available. Both of these young men enrolled and successfully completed every aspect of training. The Laborers Training and Retraining Trust Fund of Southern California provided housing and food reimbursement for them at a local Radisson Hotel. Both are now members of Laborers Local Union # 300 Los Angeles, CA. One is an Apprentice earning \$11.67 per hour plus benefits and the other is a Journeyman earning more than \$25.00 per hour, plus benefits.

### *The University of Medicine & Dentistry of New Jersey (New Jersey/New York Consortium)*

The training partners for this program are the New York City District Council of Carpenters Labor Technical College (NYCDCC-LTC) and the University of Medicine and Dentistry of New Jersey (UMDNJ). The Newark program is currently housed in Newark, New Jersey, at the Blake House, an historic building on the St. James AME Church (St. James) campus. The historic African American church has also been an instrumental partner in the success of the Newark program for the New Jersey/New York Consortium. The Newark program is administered by the NYCDCC-LTC, a subcontractor to the University of Medicine and Dentistry of New Jersey. The area covered by the training consortium starts in Newark, New Jersey and its surrounds, through northern New Jersey, north to New York City, and east to Glen Cove, Long Island, an EPA Brownfield Showcase Community. Newark 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, run jointly by the Community Based Organization (CBO) partners, St. James Social Services Corporation and Ironbound Community Corporation in Newark, New Jersey, and the Glen Cove Youth Board in Glen Cove, New York, effectively recruited from the penal system, federally subsidized housing projects, veterans' organizations, homeless organizations, labor department offices of unemployment, and homeless assistance agencies.

The CBO partners contacted 340 men and women throughout the area, with 145 people qualifying to compete for 30 slots in the 2002-2003 class. After orientations, TABE testing at the Blake House and, interviews, callbacks and workshops, the final competition, known as the Try-outs, began with 75 people being considered for 30 seats. The results were 30 uniquely aware students who still had many special needs to overcome in order to successfully compete. The training is a 17 week program, which includes 12 weeks of life skills, basic math and writing skills, and job readiness training. Additionally, it includes construction trades skills, basic first aid, and physical fitness. Five weeks are dedicated to safety and

health training in hazardous waste, asbestos, lead, and confined spaces. A total of 21 courses were offered that resulted in 18, 870 contact hours of training.

The majority of the students were in the 26-35 age groups. CBO partners provided state approved GED classes, and designed workshops to address family health, domestic partnership, drug awareness and parenting issues. Students were able to take advantage of the new FDIC Money Smart Program, a 10 hour series of workshops geared towards promoting successful money management skills and curbing the



Students practicing decontamination methods

misuse of money that results in poor credit and financial instability. Students were also able to improve their prospects for employment through the introduction of a 16-Hour certified Air Sampling for Toxic Substances course. The program strengthened its collaboration with Habitat for Humanity in Newark, New Jersey. The computer literacy program expanded and was integrated into the Job Readiness portion of the Life Skills curriculum. Students prepared resumes, task sheets and cover letters, and were able to review mock interviews they digitally recorded. A state approved defensive driving course was added to create the opportunity for students to take points off their driver's licenses, making it easier to get insurance and an automobile, as required by many union based jobs in the state. Collaboration with the St. James AME Credit Union has been solidified to make available auto loans for graduates who receive job assignments where it is required. Most unions in New Jersey require the worker to have an automobile in order to begin work.

Finally, the expansion of the Carpenters Union's role in the training program resulted in the full time employment of 72% of the graduates within 4 weeks of Program completion, the increased profile of program in the building trades through media coverage in New Jersey trades publications, and the attempted replication of BMWTP-Newark by the New Jersey Department of the Treasury. The training cycle was completed on May 9, 2003, and graduated 25 of 30 students, or 83% of those who started the program in January 2003. Currently those graduates are in various phases of employment with 19, or 63% of those who began the program, having secured full time employment, some with union membership attached, with most employed within four weeks of graduation.

The Newark program is a win-win for all parties. When St. James was designated as a Community Development Corporation and began to work on a construction project brought to them by the City of Newark, HUD and the Newark Housing Authority, the Carpenters Union was asked to participate. The project called for the construction, under St. James' sponsorship, of a 231 unit Hope VI housing development across the street from the St. James campus. St James, because of its collaboration in the Newark program, sought and obtained the contractor they wanted and the hiring practices oversight they felt was crucial for residents in the City of Newark. The project will be built by the union, and a caveat has been included in the bid documents ensuring employment opportunity to graduates. The results are affordable housing in an area where community concerns over gentrification were being voiced in an increasingly violent way; quality union construction for the community being served by St. James; short- and long-term job placements in higher-paying, union trades' jobs with benefits; improved community-labor relations, and the expansion of a Newark-created collaboration.

Being an apprentice member of a construction/environmental remediation union local obligates students to maintain enrollment in a multi-year apprentice and worker education training program. In the case of the New York City Carpenters, the apprentice program lasts four years and is free to

all apprentice union members in good standing. Other members of the building trades have similar programs, including the Painters, Sheet Metal, Stationary Engineers and the Laborers. Of the 19 students placed in full time employment situation, 10 are members of building trade or municipal unions, with seven becoming members of locals under the jurisdiction of the New York City Carpenters. They include graduates who have decided to become Floor Coverers, Dock Builders, Interior Systems Carpenters and Millwrights. Included are two graduates working as environmental technicians, three as environmental monitors, and four in hazardous materials remediation. Graduates currently working earn an average of \$15.36/hour. Benefits vary depending on the position. The minimum wage earned is \$13.11/hour, while the maximum is \$24.57/hour.

### *National Puerto Rican Forum, Inc.*

The National Puerto Rican Forum (NPRF)/OAI Consortium trained a total of 98 students for the Brownfields Minority Worker Training Program (BMWTP). Students were trained in the Kansas City, Missouri and Baltimore, Maryland areas and 51 are currently employed. The NPRF/OAI Consortium included the Alice Hamilton Occupational Health Center (AHOHC) in Silver Spring, Maryland; Maine Labor Group on Health (MLGH) in Augusta, Maine; Era Environmental in Independence, Missouri, and OAI, Incorporated (OAI) in Chicago, Illinois. The NPRF/OAI Consortium offered a total of 44 courses, trained 98 students who were enrolled, and generated 14,375 contact hours. The Consortium defines enrollment as the completion of the first 5 or 6 days of the program. Summaries of each program are below.

In the Kansas City program, OAI and Era have conducted 4 cycles of training for a total of 57 students. The first cycle began in September 2002 with 14 students enrolled. The students received training in lead and asbestos abatement, mold remediation, and air sampling, and team building from Era. OAI provided the 40-hour hazardous waste operations and emergency response course along with Instrumental Enrichment, a critical skills thinking component. Other life skills training included the Meyers Briggs personality analysis, and resume development all provided by Era and/or local consultants.



Paulette Detillier, Instructor, Jack Huenefeld, Director/Master Instructor, & BMWT students from MCI

The second round of training began in January with 13 students, of which 8 were enrolled. The classes served inmates at the Municipal Correctional Institute (MCI) in Kansas City. Conducting training inside the prison was challenging, but there are advantages in working with this particular population. Transportation and tardiness are not issues, and students have plenty of time to study without worrying about maintaining a household and family. Some of the students have learning disabilities, but study groups and tutoring among the students has been helpful.

Because of the overwhelming interest in the training, a third group of 15 students were enrolled and trained at MCI in April. Those students received OAI's hazardous waste operations and emergency response course combined with Instrumental Enrichment. Both the Brownfields and Minority Worker carryover funds were used to train a fourth round of training that included 24 additional students in Kansas City at MCI. Twenty (20) of the 24 students qualified for the BMWTP.

During the first round of the Kansas City training in September, 14 students completed the program and 9 are working. All students were unemployed upon entering the program and to date, 6 are employed in

the environmental industry earning \$12 - \$30 per hour, and at least 3 are in the food service industry. Graduation for the class was held on November 16 and Priscilla Ramos and Alma Nieves from NPRF were among the guest speakers at the event. Perhaps the biggest highlight of the fall graduation, and certainly one of OAI's success stories of the year, was the story of one male student who had not seen his parents for 7 years. Because of his past battles with alcoholism, he had learned to live without his family. He sent his parents an invitation to his graduation, thinking they would only ignore it, but much to his surprise, they attended. This student is now gainfully employed, living in a halfway house and actively involved with Alcoholics Anonymous.

The second and third rounds of training were held at the MCI in Kansas City, Missouri. Between these 2 classes, a total of 23 students were enrolled and 11 of those students are now working. All are employed in environmental jobs such as lead and asbestos abatement and hazmat earning \$10 - \$12 per hour. Many of those students from the third class in April are still searching for jobs in the Kansas City area, and some are continuing to serve sentences at MCI.

The AHOHC offered two (2) cycles of training for a total of 41 enrolled trainees in Baltimore, Maryland. A total of 84 participants were screened and recruited for the two classes with 42 participants selected. AHOHC recruited continuously during the winter and spring months. The program was focused in the Baltimore, Maryland area and students were recruited through flyers, former students, and referring organizations. AHOHC partnered with the East Baltimore Community Corporation (EBCC). During each round of training the students received the following courses: 40-hour hazardous waste operations and emergency response, lead and asbestos abatement, general industry safety, scaffolding, basic first aid, adult CPR, environmental justice, confined space, job readiness, and environmental preparation.

Of the 41 students who were enrolled, 31 are now working in various industries with jobs in lead and asbestos abatement, demolition, mold remediation, or other environmental jobs. The salary range for these individuals is between \$10 and \$14 per hour. Tracking is performed routinely on graduates and the AHOHC often sponsors events such as refreshers, employer presentation, and networking meetings for its past trainees.

The location for each of the two (2) rounds of training was the East Baltimore Community Corporation (EBCC) in collaboration with The Gate. Both agencies have been long-standing active members of the Baltimore Brownfields Showcase Advisory Board since its inception in 1998. The East Baltimore Community Corporation provided life skills and assessment, and assistance with job placement. The Gate provided counseling, assessment, and life skills training to the unemployed in the City of Baltimore. Through these collaborations, AHOHC was able to combine services and resources to better serve the students.

In an effort to share the experience of conducting training inside of a correctional institute, Era Environmental, and the Superintendent of MCI presented their findings to other NIEHS awardees at the National Trainers' Exchange (NTX) in March. Robyn Francis from Era Environmental, and Nancy Leazer, MCI Superintendent, presented their experience with MCI's inmates in the session titled, "How to Better Serve Clients from Correctional Facilities" in Orlando at the NTX. There were also limitations with hands-on training since MCI does not allow some of the small tools needed for lead and asbestos abatement training (i.e. knives, blades). Transitional housing was also mentioned as a major issue for most inmates once they are released from MCI. A full summary of the session was submitted to the National Clearinghouse for inclusion in the NTX final proceedings.

Of the 57 students trained by Era and OAI, 26 are now working in the environmental field, with a few in the food service industry. The road to placement is usually tough for BMWT participants in the Kansas City program because the target population is truly underserved and very low skilled in most cases. It was even tougher for the students in the MCI classes because of their criminal backgrounds and because of the negative peer pressure from their fellow inmates.

Although a summary of each consortium member's program is included in this section, the entire

consortium has reached the following benchmarks: Ninety-eight (98) students trained (AHOHC - 41; Era/OAI - 57) with 57 graduates employed (AHOHC - 31; Era/OAI- 26). Of those students, 94 are African American, and 4 are Native Americans. Forty-three (43) students have high school diplomas, 23 have GEDs, and 32 have neither a GED nor a high school diploma. At the start of the program, 95 students were unemployed and 3 were underemployed. There were a total of 81 males and 17 females in the classes.

In addition to the tracking and follow-up of its current students, Era and OAI often track students well past one year that is required. For the first time in the history of the Kansas City BMWTP, the son of a past student was enrolled. The son was a part of this year's first class in the fall, and the father was a student from two years ago. Both father and son are working in the environmental industry and earning \$20 - \$30 per hour on a regular basis.

There were other success stories during this program year. Jake (a pseudonym) turned 19 in October of 2002, but has been under the jurisdiction of the Department of Family Services (DFS) since age three and a half. All parental rights have been severed, and he has no extended family support. He was an excellent student in the fall 2002 in Kansas City and completed his extensive training. Jake earned his driver's license, and a local automobile dealership has committed to helping him with the purchase of a good used car. He was admitted into a Department of Labor Union Apprenticeship program with a starting pay of \$15.65 per hour plus a \$6.25 benefit package along with additional construction classes over the next two years. Jake will have the opportunity to work with a union contractor that has a nine-year project at a federally owned facility in Kansas City, Missouri. Jake has a new outlook on his ability to take control of his life and be successful. This is largely due to the dedicated staff of social workers that have supported him through his teen years as well as the effectiveness of the BMWTP. He is very excited about his future and wants to share with other wards of the court his hopes and dreams. Prior to becoming employed, Jake received services through the state, estimated at \$2,300 per month. Now that this student is employed, the NIEHS BMWT program will save the State of Missouri \$2,300 per month, and make those state resources available to other young adults.



Students from Clark Atlanta University's program applying their new skills

AHOHC received calls from Clean Harbors and Precision Contractors Inc. The calls were related to the high quality of the graduates AHOHC placed with the companies. Clean Harbors employs several of AHOHC's graduates on their emergency response team, and Precision sent a letter commending the performance of the 9 graduates it hired from AHOHC.

Mark (a pseudonym) completed the program in 2001. Mark was recently released from the prison system when he enrolled in training. He wanted to change his life for the better and become a more positive role model for his son. During the training program Mark immediately took on the role of a group leader and earned the respect of both his classmates and the instructional staff at the AHOHC. After graduating from the program, Mark went to work for a small lead abatement contractor for 10 months learning the job and gaining experience. He has since moved to a larger contractor in the area to gain more experience as a foreman. The last AHOHC spoke with Mark he indicated that he loves his work, and that he is now able to take good care of his son from the money that he earns in the environmental remediation field.

### *Xavier University of Louisiana*

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 (Laborers-AGC), the Atlanta Carpenters and Joint Apprenticeship, Concurrent Technologies Corporation (CTC), and OAI, Incorporated (OAI), implemented the third year of the Brownfields Minority Worker Training Program. The program targeted forty (40) trainees from three sites: New Orleans, LA, Shreveport, LA, and Atlanta, GA.

The Greater New Orleans Program (NOB3) targeted 15 individuals, 18 years old or older, from the greater New Orleans metropolitan area, inclusive of the communities in Central City, Gert Town, Tremé, the Agriculture Street Landfill area, uptown/St. Thomas, the lower 9th ward, Algiers, and New Orleans East. The six-week basic skills classes were held on XU's campus. The Laborers-AGC (Livonia), Delgado Marine/Fire and Industrial Training Facility (New Orleans), and the Carpenters Apprenticeship and Training Facility (New Orleans) provided technical training. Technical training consisted of 40 hours of Lead Abatement, 40 hours of Asbestos Abatement, 32 hours of Underground Storage Tank Removal (Laborers-AGC), 80 hours of Hazardous Waste Worker (Delgado), and 80 hours of General Construction (Carpenters).

The Shreveport Program targeted 10 individuals, 18 years old or older, from Shreveport's inner city area, including the Agur Industrial area, Allendale, Cedar Grove, Highland/Stoner Hill, Ledbetter Heights, and Queensborough. The 4-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.

The Atlanta Program targeted 15 individuals, 18 years old or older from African American communities in the Atlanta Empowerment Zone and East Point, GA. The six-week basic skills segment was held on CAU's campus. The Atlanta Carpenters and Joint Apprenticeship Training Program (Atlanta Carpenters), Concurrent Technologies Corporation (CTC), and OAI, Incorporated (OAI), and the Atlanta Chapter of the National Association of Minority Contractors (ATL-NAMC) provided the technical training. The technical training consisted of 120 hours of Basic Carpentry Skills (Atlanta Carpenters), 120 hours of Transporter Operator training with CDL preparation training (CTC), 10 hours of OSHA Safety Training (ATL-NAMC), and 40 hours of Hazardous Waste Worker training with 8 hours of Hazardous Waste Transporter training (OAI).

Active recruitment efforts were made through the community advisory boards and were facilitated by the Community Outreach Coordinators at each site. The Startup meeting was held, October 2002 in Shreveport, November 2002 in Atlanta, and December 2002 in New Orleans. Advisory Board members assisted recruitment efforts by disseminating flyers throughout their communities in schools, churches, and community businesses, public housing facilities, other program offices, and places of public gathering. The extended orientation process included testing, interviewing, and the Week of Endurance. Potential participants screened during the testing/interviewing phase participated in a week of structured activity that included informational seminars, individual and group competitions, field trips, and work site visits. The Week of Endurance was conducted October 28-November 1, 2002 in Shreveport, January 14-17, 2003 in New Orleans, and February 3-7, 2003 in Atlanta. The try out period for program participants extended through the first 4 weeks (3 weeks in Shreveport) of the basic skills training. Participants who were not in compliance with attendance or behavioral standards are terminated prior to the end of week 4 (3 in Shreveport).

Basic Skills training is a 4-6 week segment that features academic remediation and/or enhancement and emphasizes life skills development or improvement. Course offerings include Study Skills (Reading/Writing), Applied Mathematics, Introduction to Hazardous Materials, Fitness for Duty, Life Skills, Computer Basics, Job Readiness, and Individual and Group Counseling. The work-based curriculum was developed and improved to address the academic needs encompassed within technical training for the environmental remediation field. The curriculum was updated and modified to reflect the changing dynamics of the training population over the years. Physical fitness offerings reflect that which is most available and most



appropriate to program outcomes in the way of instructors/facilities at the various sites. Fitness for Duty offerings may consist of aerobics, yoga, and/or swimming, depending on the availability of facilities and instructors. The total number of trainees who successfully completed basic skills training was 44.

Job Placement was successful. Sixteen (16) of the New Orleans trainees worked environmental or labor jobs since graduation, which constitutes a 94% placement rate. The unemployed trainee is pending placement into a commercial driver's license (CDL) course in attempt to qualify as a driver for the local transit system. Eight (8) of the 11 Shreveport trainees obtained employment mostly as laborers which represents 73% employment. Fifteen (15) graduates of the Atlanta program obtained employment with 7 in construction; 2 in environmental; 4 in transportation; and 2 in other lines of work). The placement rate is 93%. The trainee that was dropped from the Atlanta program prior to completing the basic skills component is also employed, and will re-enter the program during the next training cycle. The overall placement rate for the Xavier Consortium is 86%.

The impact of figures released recently with regard to the number of the city's children with high lead levels apparently escalated work in the schools, public housing buildings, and other structures to remove lead-based paint. Xavier placed workers with several contractors for lead abatement, and anticipates more demand for lead workers in the near future. Also many out of state companies requested their workers.

Each site has a full-time or part-time Job Developer whose services are utilized to assist with recruitment, orientation, and attendance counseling during basic skills training, and to develop opportunities for the employment of our trainees. Stephen Stanley, the Job Developer in New Orleans directs job development on a regional basis and shares resources with the other sites. For example, Mr. Stanley was informed of a job in Baton Rouge paying \$14 an hour with Petrin Environmental. With collaboration between the New Orleans and Baton Rouge offices, they were able to obtain employment for five workers from New Orleans and four from Baton Rouge with the promise of more job opportunities in a few weeks.

Due to the construction boom in the south, efforts are now underway to secure those jobs with the Laborers-AGC. For that reason, next year's effort will feature the specialized Construction course (General Construction with concrete technology-80 hours) in New Orleans, as well as Shreveport. Atlanta's partnership with the Atlanta Carpenters has increased union membership by 100%. Seven (7) of the fifteen (15) trainees completing the program entered into the Carpenter's apprenticeship program. One (1) of the trainees obtained dual membership with the Carpenter's Local Union and the Roofers Local Union. The hazardous Waste Transporter-181 course and the CDL Preparatory course were offered for the first time this year, and provided trainees in Atlanta with opportunities in the area of hazardous waste packaging, shipping, and transportation. The placement efforts in Atlanta reflect the new partnership with the Atlanta Carpenters and its local union hall (#225). The training director, Mr. Robert Brady, worked diligently to obtain support from the local union hall and the Board of Directors. This greatly improved the number of trainees entering into the apprenticeship program.

Finally, Xavier was able to place 20 program graduates on the Columbia Space Shuttle job through US Environmental Services, a private contractor. The private contractors, won the award and placed trainees at wages that were exceptionally good (\$19.10/hour), working 10-12 hour days with \$30 for per diem. Additionally, several new program graduates (along with experienced grads from New Orleans and Baton Rouge) were sent to work an oil spill in Massachusetts the week after graduation (their first work experience) where they utilized their hazardous waste certifications. These jobs came through another private contractor, Primary Resources (North Carolina-based) at \$10/hour plus per diem, transportation and hotel provided.

## 4.0 BROWNFIELDS 2003: GROWING A GREENER AMERICA

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

### **From Justice to Safety to Diversity and Worker Training: NIEHS Participates in Six Sessions of Special Interest at the Brownfields 2003 Conference**

From October 27-29, 2003, Portland, Oregon hosted Brownfields 2003: Growing a Greener America. Over 4,100 people from diverse backgrounds participated, making it the largest national brownfields conference to date.

During the conference, the National Institute of Environmental Health Sciences (NIEHS), in partnership with the U.S. Environmental Protection Agency (EPA), was proud to participate in six sessions related to the Brownfields Minority Worker Training Program (BMWTP). NIEHS also shared an information booth with the EPA OSWER and Labor Health and Safety Task Force, which provided awardees the opportunity to share success stories and lessons learned with their colleagues.

The NIEHS began the conference with their Brownfields Program meeting on Monday morning. The moderator of the meeting, Sharon Beard from NIEHS, set the theme for awardees: "The NIEHS, by providing resources to organizations to conduct job skills training for unemployed or disadvantaged brownfields residents, continues to produce highly skilled workers who give back to their communities by increasing the tax base, cleaning up contaminated sites, and re-building the communities where they live."

Awardees shared valuable experiences and lessons learned with the BMWTP. For example, the National Puerto Rican Forum (NPRF) discussed using grant money to extend training programs to a municipal correction facility while Xavier University discussed surmounting challenges by matching requirements with job skills and by integrating flexibility and evaluation into curricula.

The morning session concluded with a special address for the awardees from Linda Garczynski, director of the EPA Brownfields office. After thanking everyone for their efforts at making the varied job training programs the successes they have become, she then acknowledged the frustrations the awardees must feel due to the barriers created by limited federal funds. She mentioned that while other programs faced budget cuts, funds for this program through NIEHS were fortunately expected to remain around their current levels.

Tuesday's sessions offered the opportunity to discuss a wide range of Brownfields community topics. Confronted by a full room of enthusiastic participants, the two morning session leaders, Michael Senew from the Hazardous Materials Training and Research Institute and Shelia Pressley from the NPRF/Office of Applied Innovation, threw away their prepared script and instead guided the participants through a spirited discussion of training, funding, and job development opportunities in Brownfields communities. Participants frankly discussed ways to redirect federal money from large contractors not associated with local communities to smaller contractors that would rotate the money back into the communities. Also, participants recommended that representatives from the General Service Administration, the Department of Defense, the EPA, and state governments attend the annual meeting to discuss the development of contracts, first source language, and project labor agreements. At the beginning of the



Conference participants visiting WETP booth at Brownfields 2003

“Reconcilable Differences: Building Sustainable Communities by Engaging Diversity” session, facilitator Michael Lythcott stated: “With an ever-shrinking world and an ever-diverse American work force, we are killing our productivity and destroying the quality of life in our workplaces by not more fully embracing diversity and developing the cultural competencies needed to do so.” To foster an atmosphere that allowed for the appreciation of one another’s cultures, attendees were asked to briefly describe the background of their first name. After that activity, attendees were divided into groups that were assigned unique, real-life case studies covering a broad range of conflicts experienced in professional settings. The issues included those related to transportation, loaning money for licensing fees, and other situations typical for new entrants into the workforce that had recently graduated from worker education training programs. The groups were tasked with identifying which issues were work-related and/or culturally driven, with the ultimate goal of discussing how training programs could be developed in the future to avoid similar conflicts. Tuesday’s final session, “Linking Environmental Justice Communities with Job Training Opportunities,” welcomed a full room of attendees who were eager to share their thoughts and concerns on Brownfields redevelopment and job placement. Lenny Siegel from the Center for Public Environmental Oversight moderated the session. Participants described their frustrations of being locked out of Brownfields redevelopment projects as local hiring requirements were overlooked because large contracting companies finalized contracts, often with out-of-state employees, months prior. While there are many examples of people working through these barriers and such techniques were discussed, it did indicate a structural problem that the EPA and other funding institutions such as NIEHS should investigate.

NIEHS participation at the Conference concluded with two well-received sessions on Wednesday. In the morning, Timothy Fields from Tetra Tech EM Inc. moderated the “Achieving Success: How the Job Training Program Works” session. It offered perspectives from developers, contractors, local governments, communities, and labor-based apprenticeship organizations as to why and how job training has become crucial to Brownfields projects and to the diversity of training provided. Kiameesha Evans from the NJ/NY Consortium discussed how the job training programs affiliated with her institution have two primary goals: preparing participants for careers in environmental remediation and construction and developing knowledgeable community advocates and stewards. Through twenty weeks of classes focusing on life skills and health and safety training, participants of such job training programs had a seventy-five percent (75%) success rate from 2001-2003.

Gary DellaVecchia, from the Engineering Remediation Resource Group, discussed the value added of hiring employees with “strong work ethics, positive attitudes, accountability, and the willingness to learn and to be part of a team” that is shaped and encouraged through job training programs. He then told of his involvement in the advisory board at Opportunities Industrialization Center West and how he has committed to hiring locally because of the mutual benefit both contractors and graduates of job training programs can provide to one another – benefits such as lower costs, community involvement, better working environments, and personal growth.

Finally, the brave attendees that showed up for Wednesday’s session in the final time slot witnessed the first time that worker safety was addressed at a Brownfields conference. Moderated by Rod Turpin from the EPA’s Environmental Response Team, “Staying Safe: How To Do It While Cleaning Up Brownfields” provided a helpful overview of the health and safety requirements at Brownfields cleanup sites. Sven Rundman of the Occupational Safety and Health Administration (OSHA) reminded listeners: “The purpose of their work and OSHA’s standards is to protect employee health and safety. Do that well, and you all have done your job.”

Overall, the NIEHS demonstrated a strong, enthusiastic presence during Brownfields 2003 by providing a valuable outlet for information exchange, networking, and education. NIEHS also thanks all those who attended its sessions as it looks forward to continuing its outreach during next year’s conference in St. Louis, MO.

## 5.0 PROGRAM UPDATE FOR SEPTEMBER 1, 2003 – AUGUST 31, 2004

On July 1, 2003, all the current NIEHS Awardees submitted reapplications for continued funding for the period beginning September 1, 2003. This is the fourth 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, 2003 to August 31, 2004 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 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, 2003 to August 31, 2004. 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.

## 6.0 PLANNING FOR BROWNFIELDS 2004 AND OTHER WETP STRATEGIC COLLABORATIONS

The WETP staff is very active in exploring new areas of workplace safety and health training related to the mission of the program. The staff has been involved in a number of activities to stimulate interest in, and knowledge about, the NIEHS and the WETP. The staff has continued to make presentations at various conferences and meetings on the success of the program and have participated in outreach activities with EPA regional offices and other federal agencies. Those activities are described below:

- » In addition to the planning and participation of the NIEHS at Brownfields 2003 described earlier in this report, NIEHS staff also promoted the Brownfields 2004 Conference. NIEHS Staff actively participated for several months on the planning committee for the Brownfields 2004 conference to be held in St. Louis, MO on September 20-22, 2004. This included participating in deliberations on the Technical Program Committee and the Brownfields 2004 Co-Sponsors Committee.
- » NIEHS also worked with the EPA Brownfields Office on several activities during 2003. Sharon Beard participated on the BF Job training evaluation panel to review their Brownfields Job Training Grants for 2003. The panel review occurred in Charleston, SC on February 4-6th, 2004. NIEHS staff also attended and participated in the Brownfields Federal Partnership Meetings that occurred throughout the year to further refine and develop the Partnership Agenda. By working with many of the EPA Brownfields Regional Coordinators, we have also continued to share and exchange resources and information regarding all of the Brownfields programs. Finally, we continue to administer the NIEHS Interagency Agreement with close collaboration with the EPA Brownfields office and we provided timely updates to EPA on all of our training activities and initiatives.
- » NIEHS through the WETP, National Institute for Occupational Safety and Health (NIOSH), Johns Hopkins Education and Research Center for Occupational Safety and Health, and MidAtlantic Public Health Training Center co-sponsored a Technical Workshop on the Worker Training in a New Era: Responding to New Threats. This conference drew upon lessons learned from recent terrorist attacks to help attendees better understand and anticipate the safety and health-training needs of workers who would be required to respond to terrorist incidents in the future. The conference was held in Baltimore, Maryland on October 26-27, 2002. Staff attending the workshop and participating in various activities included Mr. Hughes, Ms. Beard, Mr. Outwater, and Ms. Thompson, OD/WETP. On October 25, 2002, the semi-annual the WETP Awardee Meeting was held. Ms. Mason, OPD/GMB, also participated in the meeting.
- » NIEHS WETP staff conducted its Spring 2003 Awardee Meeting in Orlando, FL on March 26, 2003. At the meeting over 100 individuals participated by interacting with NIEHS staff during the NIEHS Update and attending breakout sessions pertaining to specific grants and program topics such as A-133 Audits, Financial Management, Sub-Recipient Monitoring, Supplemental Awards, Life Skills/Remedial Education Training, Curricula Development and Redesign of the WETP Data Management System. During this meeting, we introduced a new session format called Health and Safety Rounds, which is a result of recommendations from the WETP Strategic Plan. The WETP Strategic Plan is located at [http://www.wetp.org/oldchfiles/awardee\\_mtggs/fall01/stratplanE.pdf](http://www.wetp.org/oldchfiles/awardee_mtggs/fall01/stratplanE.pdf)). The Health and Safety Rounds are a new participatory series of sessions that are meant to address relevant topics on health and safety and management issues. Staff attending the workshop and participating in various activities included Ms. Beard, Mr. Outwater, Ms. Thompson, OD/WETP, and Ms. Duke, GMB.
- » The NIEHS Worker Education and Training Program sponsored its 4th National Trainers Exchange (NTX) -Training for Change: Changing Our Training in Orlando, FL on March 27-28, 2003. This was the largest Trainers Exchange held by the WETP with over 250 health and safety trainers from 18 different Awardee organizations representing a wealth of knowledge and expertise on training

from 80 individual consortia members. Over two days, trainers participated in 40 interactive workshops and plenary sessions with each session running 1-2 hours concentrating in the following areas: Advanced Training Technologies, Instructor Development, Like Skills and Literacy, Weapons of Mass Destruction and Emergency Response. Each workshop/plenary focused on developing a participatory activity that was meant to be a demonstration of a particular training technique, skill building exercise, technical issue update and stimulation or roundtable discussion. The NTX Proceedings are available at <http://www.wetp.org>.



Lisa Sutton presents her group's consensus points during the opening plenary report back at the National Trainers' Exchange

## 7.0

## CONCLUSION

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The WETP staff has just released a new request for applications (RFA) for all programs entitled Hazardous Materials Worker Health and Safety Training (RFA Number: RFA-ES-04-005). This solicitation revisits the themes of worker training including the Brownfields Minority Worker Training Program established in the current RFA and considers the new themes that have emerged since September 11. For more information on the RFA, go to <http://www.niehs.nih.gov/wetp/rfaguidelines.html>.

One of the most important of these themes is the absolute importance of training partnerships. We will continue to work with US EPA and other Federal agencies to reach those who need health and safety training. There are thousands of employers in need of qualified, trained and certified workers. There are still far too many communities where abandoned hazardous waste sites and poverty are closely linked and whose future depends upon cost-effective and safe solutions. The missions of the Department of Homeland Security, the Occupational Safety and Health Administration, and the Environmental Protection Agency are critical to this country's future and to the health and safety of workers and communities. The NIEHS WETP seeks to assist these and other agencies in meeting their goals.

## Appendix 1: Brownfields Yearly Funding Summary per Awardee

### *EPA/NIEHS Brownfields Minority Worker Training Program Brownfields Yearly Funding Summary per Awardee 09/01/98-08/31/2003*

Awardee	09/01/1998 Award	09/01/1999 Award	09/01/2000 Award	09/01/2001 Award	09/01/2002 Award <sup>1</sup>	9/01/2003 Award <sup>4</sup>	Total
Center to Protect Workers' Rights	\$1,350,000	\$1,350,000	\$853,769	\$879,386	\$1,005,748	\$800,000	\$6,238,903
Clark Atlanta University <sup>2</sup>	\$590,000	\$590,000	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	\$2,965,395
National Puerto Rican Forum	\$670,000	\$670,000	\$440,141	\$448,485	\$429,468	\$284,000	\$2,942,094
University of Medicine & Dentistry of New Jersey <sup>3</sup>	N/A	N/A	\$502,084	\$504,652	\$509,281	\$371,000	\$1,887,017
Xavier University <sup>3</sup>	N/A	N/A	\$565,744	\$556,280	\$524,567	\$350,000	\$1,996,591
<b>TOTAL</b>	<b>\$3,000,000</b>	<b>\$3,010,000</b>	<b>\$3,000,000</b>	<b>\$3,000,000</b>	<b>\$3,000,000</b>	<b>\$2,200,000</b>	<b>\$17,210,000</b>

<sup>1</sup> Budget period for 09/01/2002 – 08/31/2003.

<sup>2</sup> Last year in the BMWTP as a primary awardee.

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

<sup>4</sup> Budget period for 09/01/2003 – 08/31/2004.



## Appendix 2: Total Training for Budget Period

***EPA/NIEHS Brownfields Minority Worker Training Program  
Total Training For Budget Period  
09/01/2002-08/31/2003***

Awardee	Courses Completed	Students Trained	Contact Hours
Laborers-AGC Education and Training	28	66	19,344
Center to Protect Workers' Rights	95	106	50,810
National Puerto Rican Forum	44	98	14,375
Xavier University	35	44	14,953
University of Medicine and Dentistry of New Jersey	21	30	18,870
<b>TOTAL</b>	<b>223</b>	<b>344</b>	<b>118,352</b>

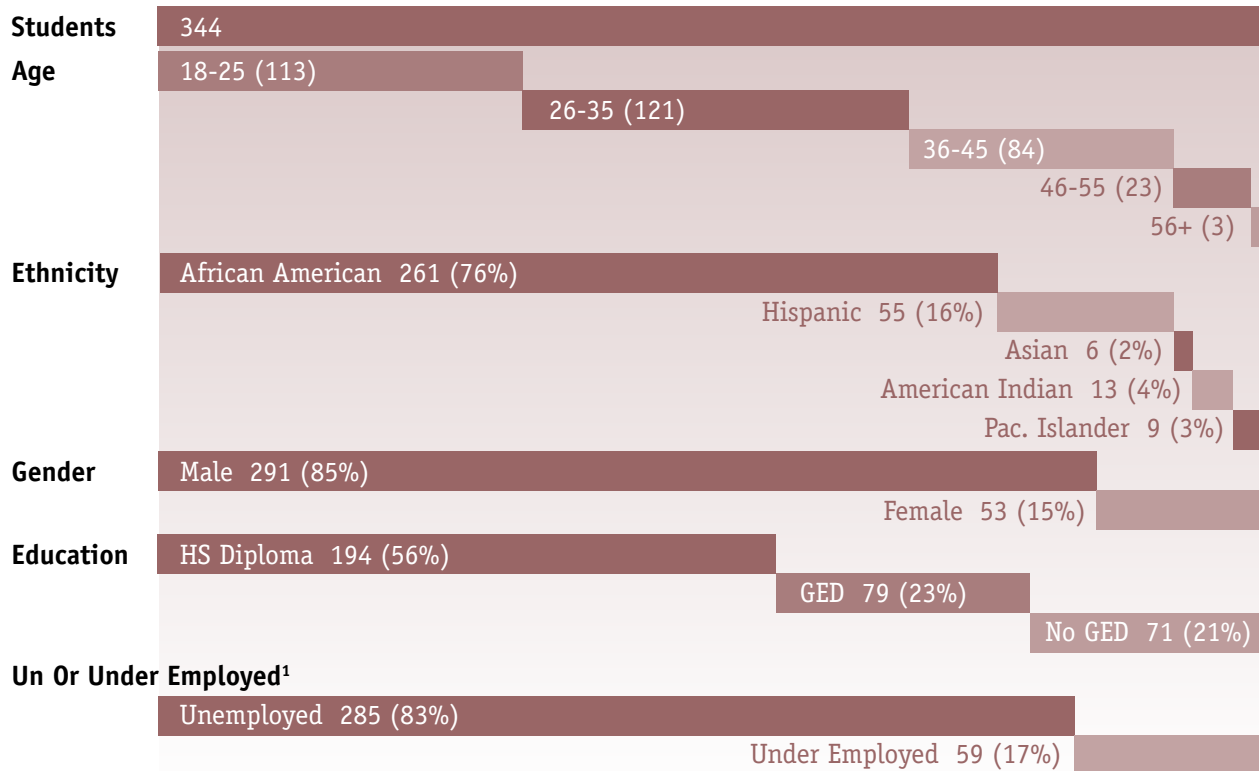
## Appendix 3: Five-Year Summary of Training

***EPA/NIEHS Brownfields Minority Worker Training Program  
Five-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%
<b>TOTAL</b>	<b>1,860</b>	<b>1,225</b>	<b>66%</b>

## Appendix 4: Demographic Data for Budget Period

**EPA/NIEHS Brownfields Minority Worker Training Program  
Demographic Data for Budget Period  
09/01/2002-08/31/2003**



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

## Appendix 5: Summary of Type and Number of Courses

*EPA/NIEHS Brownfields Minority Worker Training Program  
Summary of Type and Number of Courses  
09/01/2002-08/31/2003*

Course Name	Number Of Courses
Adult CPR	8
Asbestos Abatement Supervisor	7
Asbestos Abatement Worker Basic	10
Asbestos Abatement Worker Refresher	1
Basic Construction Skills	15
Basic First Aid	8
Basic Math Skills	13
Basic Reading/Writing Skills	9
Basic Superfund Site Worker	19
Business Communications	3
Commercial Drivers License	1
Computer Skills	7
Concrete Practices and Procedures	1
Confined Space	6
Environmental Justice	5
Environmental Preparation	5
Environmental Sampling	6
Environmental Technician	3
GED Training and Certification	2
General Industry Safety	1
General Construction Safety	15
Hazard Communication	1
Hazardous Waste Characterization	1
HazMat Transporter/Basic	1
Lead Abatement Supervisor	3
Lead Abatement Worker Basic	13
Lead Abatement Worker Basic Refresher	1
Life Skills	25
Mentoring/Career Guidance	14
Microbial Remediation: Mold and Mildew	4
Physical Fitness	9
Scaffold	4
Site Worker Refresher	1
Underground Storage Tank Basic Worker	1
<b>TOTAL</b>	<b>223</b>

## Appendix 6: Five - Year Summary of Students Trained per Awardee

### *EPA/NIEHS Brownfields Minority Worker Training Program Five - 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	Total
Laborers-AGC Education and Training	20	20	79	70	66	255
Center to Protect Workers' Rights	270	250	102	134	106	862
National Puerto Rican Forum	75	126	60	53	98	412
Clark Atlanta University <sup>1</sup>	41	44	16	N/A	N/A	101
Xavier University <sup>2</sup>	N/A	N/A	42	49	44	135
University of Medicine and Dentistry of New Jersey <sup>2</sup>	N/A	N/A	30	35	30	95
<b>TOTAL</b>	<b>406</b>	<b>440</b>	<b>329</b>	<b>341</b>	<b>344</b>	<b>1,860</b>

<sup>1</sup> Last year in the BMWTP as a primary awardee.

<sup>2</sup> First year in the BMWTP

## Appendix 7: Five -Year Summary of Employment per Awardee

### *EPA/NIEHS Brownfields Minority Worker Training Program Five-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	Total
Laborers-AGC Education and Training	15	13	46	38	48	160
Center to Protect Workers' Rights	166	154	83	78	84	565
National Puerto Rican Forum	62	89	37	33	57	278
Clark Atlanta University <sup>1</sup>	20	19	9	N/A	N/A	48
Xavier University <sup>2</sup>	N/A	N/A	34	35	39	108
University of Medicine and Dentistry of New Jersey <sup>2</sup>	N/A	N/A	23	24	19	66
<b>TOTAL</b>	<b>263</b>	<b>275</b>	<b>232</b>	<b>208</b>	<b>247</b>	<b>1,225</b>

<sup>1</sup> Last year in the BMWTP as a primary awardee.

<sup>2</sup> First year in the BMWTP

## Appendix 8: Summary of Awardees and Training Partners

### *NIEHS/EPA Brownfields Minority Worker Training Program Summary of Awardees and Training Partners 09/01/2002 - 08/31/2003*

Awardee	Partners	Brownfields City	Type of Program
Center to Protect Workers' Rights		Silver Spring, MD (headquarters and local city programs in Salt Lake, St. Paul, E. Palo Alto and Los Angeles)	Building and Construction Trades (Non-profit)
	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, UT	City Agency
	Youth Employability Services Program	Salt Lake City, UT	Non-profit Training Organization
	Indian Training and Education Center	Salt Lake City, UT	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
	First Source Hiring	East Palo Alto, CA	Employment Agency
	Free at Last	East Palo Alto, CA	Community Based Organization

## Appendix 8: Summary of Awardees and Training Partners (Continued)

***NIEHS/EPA Brownfields Minority Worker Training Program  
Summary of Awardees and Training Partners  
09/01/2002 - 08/31/2003***

Awardee	Partners	Brownfields City	Type of Program
Center to Protect Workers' Rights	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		Bronx, NY	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
	Municipal Correctional Institute	Kansas City, MO	City Agency
	East Baltimore Community Corporation	Baltimore, MD	Community Development Organization
	The Gate	Baltimore, MD	Community Development Organization
Laborers-AGC Education and Training Fund		Pomfret Center, CT	Labor (Non-profit)
	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

## Appendix 8: Summary of Awardees and Training Partners (Continued)

***NIEHS/EPA Brownfields Minority Worker Training Program  
Summary of Awardees and Training Partners  
09/01/2002 - 08/31/2003***

Awardee	Partners	Brownfields City	Type of Program
University of Medicine & Dentistry of New Jersey		New Brunswick, NJ	University
	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	



