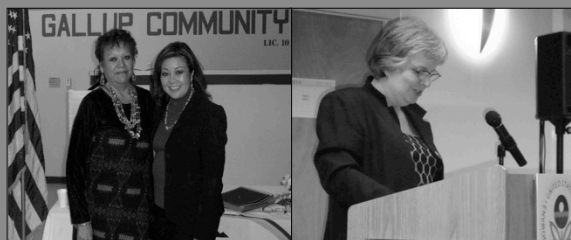




SUPERFUND JOB TRAINING INITIATIVE



Melissa Friedland, SuperJTI Program Manager, Regions 1-5

Viola Cooper, SuperJTI Program Manager, Regions 6-10

April 9, 2015

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Hello everyone and thanks for attending the Superfund Job Training Initiative webinar. My name is Melissa Friedland and I am the SuperJTI Program Manager for Regions 1-5. That's me speaking at graduation in the photo on the right.

And I'm Viola Cooper, the SuperJTI Program Manager for Regions 6-10. I am in on the right in the photo on the left, posing with our community partner at graduation on Navajo Nation at our program there. Hopefully after the webinar today you'll have a better understanding of the Superfund Job Training Initiative and what it could mean for your sites.




LAYING THE GROUNDWORK FOR A SUPERJTI PROJECT



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This presentation will take us through what the requirements are for the development of a SuperJTI project as well as how a project is implemented from start to finish.



WHAT IS SUPERJTI?

- EPA Headquarters-funded job readiness program
- Targets under/unemployed citizens affected by Superfund sites
- Provides remediation/hazardous waste cleanup training
- Job placement into positions set aside by contractors on site






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So what is the Superfund Job Training Initiative? We call it SuperJTI for short and it is a job readiness program funded by EPA Headquarters.


The program targets areas and citizens that are affected by Superfund sites and tries to involve underemployed or unemployed community members. During the job readiness program, attendees are provided with training in remediation and hazardous waste cleanup at no cost to them. The site-specific trainings will vary slightly from program to program depending on the needs of the nearby Superfund sites or depending on what sort of skill sets the contractors in the area are requiring.


Lastly, the program assists attendees with job placement into positions that have been set aside by contractors on the site. It is important to note, these positions are never guaranteed, but we do our best to make sure that there are contractors who are interested in the SuperJTI graduates before we even begin. We design the program based on the type of trained new hires the surrounding contractors are seeking and discuss potential openings ahead of time whenever possible.



HOW DOES SUPERJTI
WORK?

- Relationships built with local businesses, community organizations, and federal agencies to support training
- Candidate recruitment
- Training
- Post-graduation follow-up






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We talked a bit about the basics of SuperJTI – that it is a job readiness program which provides remediation and employment training to community members in Superfund-affected areas – but how does it actually work?

Viola and I will discuss each of these points in more detail on the following slides but here is the basic run-down. We start the program in an area by building relationships with local businesses, community organizations, and federal agencies. We need a lot of local support to make a training successful.



Then, we move on to candidate recruitment. This is how we find our potential SuperJTI participants and our methods for outreach vary based the location. After finding interested participants, we perform an extensive screening process and a tryouts day to select the trainees.

After tryouts, the selected SuperJTI participants go through training, graduation and then a follow- up period that involves potential job placement assistance.



WHAT COMMUNITIES ARE ELIGIBLE FOR SuperJTI?

- CERCLA regulated sites
- RCRA regulated sites
- Federal facilities
- Tribal removal sites




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You're probably thinking about a few sites you work with or a community you live in or know about, and are wondering whether it would be eligible at this point. Well we consider many different types of sites, or communities for potential SuperJTI projects.

These include:


- CERCLA (Comprehensive Environmental Response, Compensation, and Liability Act) – regulated sites
- RCRA (Resource Conservation and Recovery Act) – regulated sites
- Federal facilities, and even,
- Tribal Removal sites.

However, we don't consider Brownfields as future locations for these projects because Brownfields has its own job training program.



ROLE OF EPA SITE STAFF

- Contact SuperJTI Program Manager 3 months to 1 year prior to remedial action start date
- Implemented by an headquarters contractor
- Site staff can be involved on varying levels
- Funded by headquarters, not through regional budgets or potentially responsible parties
- Contractor will request from site staff:
 - Recommendations for community partners
 - Site contractor contact information
 - Site cleanup timeline
 - Participation in tryouts and graduation



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How does EPA run a SuperJTI program? This slide is primarily for the EPA staff participating today.

To start, an EPA staff member or someone associated with the area should contact the SuperJTI Program Manager of their Region 3 months to 1 year prior to remedial action start date of the nearby Superfund site cleanup.

EPA will then begin the SuperJTI program with assistance from a headquarters contractor and EPA site staff can be involved as little or as much as desired.



Headquarters funds this program, it is not paid for through regional budgets or potentially responsible parties. However, if local groups or potentially responsible parties wish to show their support of the program, there are many opportunities to do so. For example, we've had potentially responsible parties chip in to make the graduation ceremony special for the participants or local groups that wished to donate to the evaluator's training day.

In general, the headquarters contractor will request some assistance from site staff to make the program run smoothly. The contractor will request things like recommendations for community partners, information for contractors in the area, a site cleanup timeline so they can plan ahead and finally, they may ask for their participation in tryouts and graduation.



WORKING WITH SITE CONTRACTORS

- Discussions with contractors prior to program start
- Minimum of 8-10 entry-level jobs must be projected
- Job details and requirements are discussed ahead of time
- Requirements are used for the application process
- Relevant trainings are included in program

Local contractors can assist us in the planning of program, the implementation of the program and, most importantly the job placement portion of the program.


If we are considering a SuperJTI program, we will discuss the jobs available in detail with site contractors a minimum of 3 months prior to job start dates. If the jobs at the site fit the requirements and timeline, EPA can bring SuperJTI to a site. It is really helpful to have these local contractors on board before you start – they help determine what kind of training the graduates will receive because we include the training courses the contractor requests in the program. This saves the contractor money because they do not have to train new employees, and they can hire locally.

Some contractors will require their employees to meet certain criteria in addition to trainings, and these criteria will be integrated into our screening and training processes. Examples of job requirements are :

- Must be able to bend, stoop and lift 50 lbs.
- Must be a U.S. Citizen
- Must have a H.S. diploma or GED.
- Must be able to pass a drug/background check

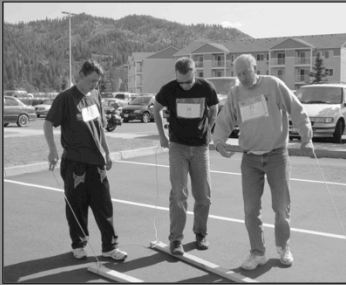
If we work with the contractor ahead of time we can ensure that our screening process and training program will present the contractor with a perfect candidate for the position.


Approximately 8-10 jobs needed to bring SuperJTI to a site, if you have fewer than 10, please still contact Melissa or Viola if you think your site is a good fit.



DEVELOPING PARTNERSHIPS

- Local businesses, universities, community organizations, federal agencies
- Can serve as effective liaisons
- May be able to donate resources
- Community partner is paid by headquarters contractor






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Developing partnerships is crucial, not only with local contractors but also with local businesses, universities, community organizations and even federal agencies. These localities know the area and the community the best and can serve as effective liaisons between EPA or EPA contractors and the community.

Local organizations are already familiar with the community and its residents and can help make outreach and job placement smoother. The more a community gets involved in a SuperJTI program, the easier it will be to spread the word about the graduates and increase job placement after training.

As I mentioned earlier, some groups may even wish to support the program by donating resources such as a training venue, recruitment staff or graduation ceremony assistance.


A community partner will be chosen and paid by the EPA Headquarters contractor. This person or organization is our eyes and ears in the community, they help us with on-site tasks, communication with the participants, and outreach. They provide a constant local presence throughout the entire program.



DID YOU KNOW?

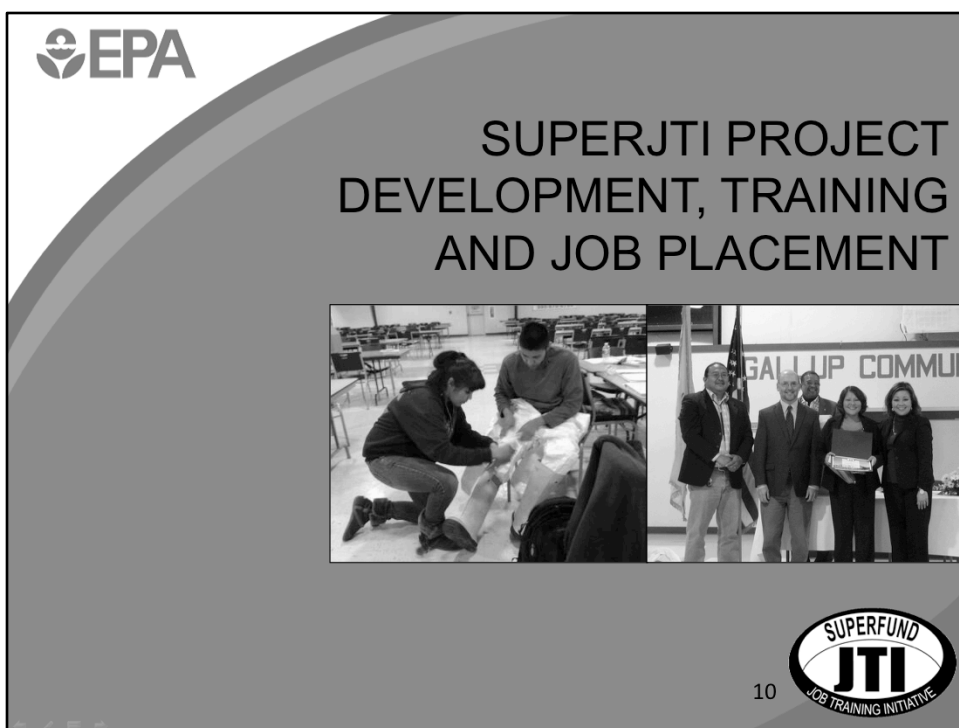
Since 2008 SuperJTI has:

- Run 13 programs
- Graduated over 225 participants
- Served communities in 10 states



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Here are few facts about the program since EPA began running it as a contract in 2008. Since that time EPA has run 13 programs in six different EPA Regions. The program has graduated over 225 participants and successfully placed over 150.



Now I am going to walk us through how the SuperJTI project is developed, and what happens throughout the training and job placement portions of the program.

The photos on your screen right now are from the training and graduation ceremony during the SuperJTI program on Navajo Nation in Gallup, New Mexico.



CANDIDATE RECRUITMENT

Performed in conjunction with local partners and tailored to community needs

3-phase process:

- Informational meetings
- Document submission
- Tryouts



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Candidate recruitment is performed in conjunction with local partners and is tailored to the individual communities.


The first step is outreach. In the past we have used radio ads, newspaper ads, flyers and have even called local organizations to get the word out that SuperJTI is coming to town.

Next we hold informational meetings. Depending upon the population near the site, we could have several informational meetings for candidates in different locations. During these meetings we conduct preliminary skills assessments for all interested participants. This phase is part of candidate self selection process. Candidates are required to stay for the skills assessment if they are interested and then they must come back on several different dates if they are to be considered for the program. Many will choose to leave during the different phases or just not return, and this is part of the process to find committed future employees.

After the informational session, we ask the candidates who pass the skills assessments to return with relevant documentation a few days later. Required documents will vary from program to program and can include items such as proof of citizenship, a high school diploma or GED, in some cases perhaps even a drivers license. If everything is in order, the candidates will be asked to return again for tryouts. Those that show up to tryouts will be considered for inclusion in the program.



Tryouts consist of one morning of physical fitness, leadership exercises and teambuilding exercises. Candidates are evaluated on physical endurance, attitude and commitment.

Final candidates are selected by evaluators that include SuperJTI staff and federal and local partnership representatives based on their performance during tryouts.



TRAINING

- Pre-Employment training
- Technical training can include:
 - 40-hour HAZWOPER
 - OSHA Construction Safety
 - Asbestos Abatement
 - CPR/First Aid
 - Radon Mitigation




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All training sessions include basic pre-employment courses. Pre-employment training includes topics relevant to being a desirable employee (whether employed on site or elsewhere) including: being dependable, following rules, communications skills, etc.

Technical training sessions almost always include the 40-hour Hazardous Waste Operator Training, but can include other trainings specific to the site such as asbestos training or radiation training.


The number of final candidates will vary from program to program. The number of trainees depends on the need expressed by contractors or by other restrictions such as a specific training's limitation on class size. Likewise, the training program length varies, depending on the courses included but most of them are a few weeks long.

As an example, during our most recent SuperJTI in Rialto, California we had 17 graduates. They received Pre-employment training, HAZWOPER, and CPR/First Aid.




GRADUATION

- Held after training program concludes
- Semi-formal event
- Attended by families of graduates and project partners attend
- Chance to honor achievements of the graduates




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At the close of each training program we hold a graduation ceremony at a venue in the community that honors the achievements of the graduates. Graduation is a highlight of each program, and the event features remarks from the community and partners, graduates themselves, project staff as well as EPA.


The families and friends of each graduate receive formal invitations for the event, and a typical attendance is between 100 and 150 people.



JOB PLACEMENT

- SuperJTI facilitates job placement by working with site contractors ahead of time
- No guarantees of employment
- Earning a job and doing good work are up to each candidate



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Typically SuperJTI would be initiated in communities where Superfund site cleanup is beginning or is in need of newly trained workers.

The number of candidates accepted for the program would be proportional to the number of jobs potentially available. However, EPA cannot hire the candidates and cannot guarantee a job to program graduates. Employment is ultimately up to the site contractors and the graduates.

Typically, all jobs would be entry level positions, however in the past we have recruited for additional positions that required experience.



FOLLOW-UP

- Graduates are required to stay in contact with SuperJTI staff for six months after training completion
- Graduates may continue to work on site or find work elsewhere




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SuperJTI staff, often through community partners, maintain contact with graduates as well as their supervisors and employers for the duration of the follow-up period. We offer support and counseling services if needed through the community partner. This period generally extends for six months after training completion.


Graduates may continue to work at the site or they might find another position elsewhere. Our hope is that wherever they find work, they will be able to use the training and give back to their community.



DID YOU KNOW?

Since 2008 SuperJTI has trained for cleanup in relation to:

- Water
- Nuclear Facility
- Lead
- Mining



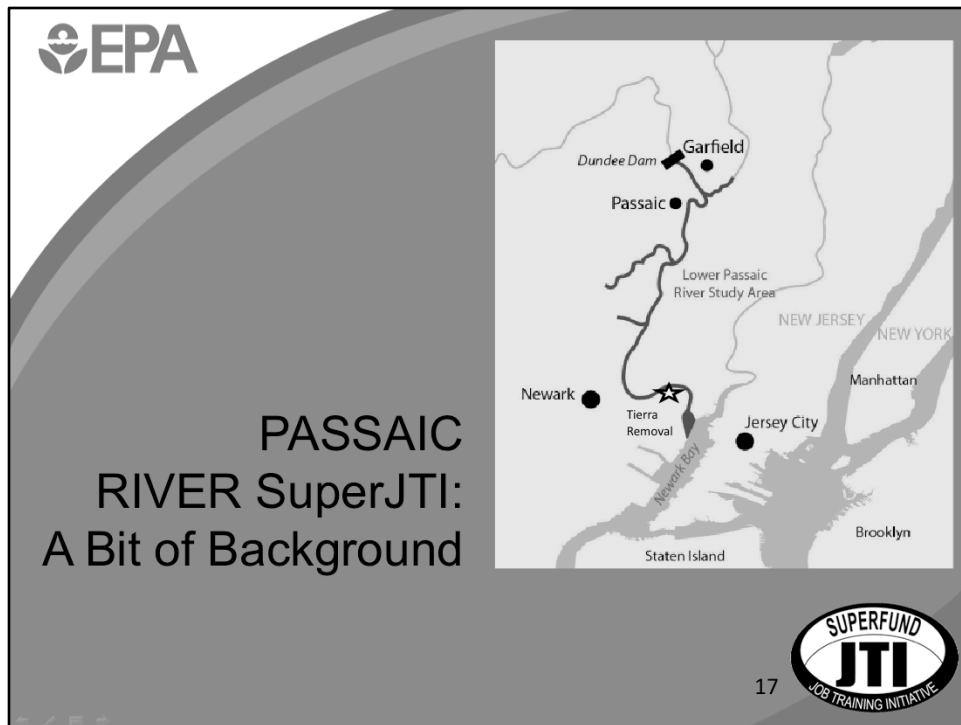
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Programs that trained participants to work in **Water Cleanup** were the Passaic River (Diamond Alkali) site in Newark, New Jersey, and the Onondaga Lake site in Syracuse, New York

Programs that trained participants to work at a **Nuclear Facility** were two cycles of the Savannah River site in Aiken and Allendale, South Carolina.

Programs that trained participants to work in **Lead Cleanup** were the Jacobsville Neighborhood Soil Contamination in Evansville, Indiana and Jacksonville Ash in Jacksonville, Florida.

Programs that trained participants to work in **Mining-related Cleanup** were the Navajo Nation in Gallup, New Mexico and two cycles of the Coeur d'Alene Basin in Kellogg, Idaho.



Now I'd like to talk about how use of the SuperJTI program at the Diamond Alkali Superfund Site in Newark New Jersey gave 15 residents living near the site a 1st or 2nd chance at meaningful employment and a chance for a better life.

First, a little site history. From mid-40's to late 60's, pesticides and herbicides, including DDT and Agent Orange, were manufactured at a facility in Newark adjacent to the Passaic River, resulting in the spread of dioxin contamination throughout the area. As we investigated the extent of contamination from the Diamond Alkali site, the tidal extent of the Passaic River and Newark Bay were included as part of the Superfund Site.

The Lower Passaic River Study Area is a 17-mile stretch of river from Dundee Dam near Garfield, New Jersey, to Newark Bay and several tributaries. The Newark Bay Study Area includes Newark Bay, portions of the Hackensack River, Arthur Kill and Kill Van Kull. Study and cleanup of the site is being addressed in phases – the most recent of which was a removal action consisting of dredging and capping a 2-acre area of the Passaic, dewatering the sediment and transporting it out of state for disposal. Although this phase was short in duration, we thought it was the perfect opportunity to serve as a model for future cleanups.

Our goal for this cleanup was to not only accomplish the 1st cleanup of the Passaic, but to give the benefit of the newly created jobs to the local community and to foster partnerships to remain in place for the long term. We were able to start partnerships early on in the process due to the cooperative potentially responsible party and their contractors along with the actively involved Community Advisory Group. The PRP and their contractors identified and reserved the entry-level jobs to be filled through this program and informed us of requirements for employment. The community advisory group identified the local sponsor – Ironbound Community Corp (ICC) – to help with outreach and logistics.



PASSAIC RIVER SuperJTI

Recruitment:

- Newark, New Jersey
- Winter 2012
- Assistance from ICC and area community organizations
- PRP & its Contractors involved from beginning




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Passaic River SuperJTI and Ironbound Community Corporation staff worked together on outreach, logistics and plans for both the training and graduation. ICC invested a lot of efforts in doing targeted outreach and pre-screening of candidates so as to not be overwhelmed with too many unqualified candidates. During January and February 2012, over 60 people attended the program's three orientation sessions.



Following these sessions, 44 people completed a preliminary testing stage and 38 of those participants were invited to attend program tryouts. Over 30 participants decided to continue with the program tryouts. We selected 15 trainees.



PASSAIC RIVER SuperJTI

2 weeks of training:

- Provided by University of Medicine and Dentistry – New Jersey and Red Cross
 - Pre-Employment
 - 40-hr HAZWOPER
 - OSHA-10
 - CPR/First Aid




We had a great group of recruits and they worked really hard throughout the training. Trainees completed courses in environmental justice, interpersonal communication, cultural competence and effective work habits. EPA contractor Skeo Solutions provided this training.

Trainees also completed the 40-hour HAZWOPER training, the OSHA (Occupational Safety and Health Administration) 10-hour Safety training, and CPR and first aid training. The University of Medicine and Dentistry of New Jersey provided the training.

Graduation for the program's 15 trainees took place at the Portuguese Sport Club in March 2012. EPA Region 2 Administrator Judith Enck attended the ceremony and handed out certificates to the graduates.


One participant stated "When I was selected to participate and when I was able to graduate from the program, those were some of my proudest moments." (Theodore Brown)




PASSAIC RIVER SuperJTI

Placement:

- 15 graduates hired by site contractors Arcadis and Stuyvesant Environmental
 - Various positions
 - Three permanent hires
 - Higher number placed than anticipated



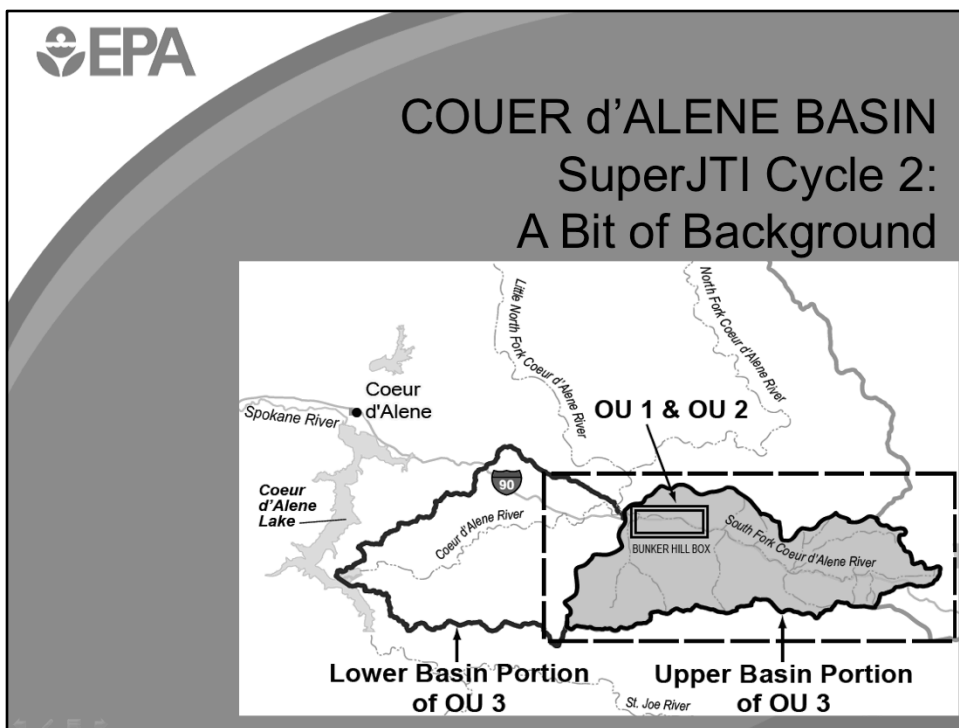
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Through a partnership between EPA and Ironbound Community Corporation, Tierra Solutions and their contractors Stuyvesant Environmental and Arcadis, and the University of Medicine and Dentistry of New Jersey, we were able to provide unemployed Newark residents with new skills and work experience at a site right in their own backyards.

The 15 graduates were hired by the site contractors, Arcadis and Stuyvesant Environmental, for the 5-month duration of the work into various positions, including QA/QC techs and filter press operators. 3 of the 15 impressed the various site contractors enough that they were offered full-time positions. All told, a much higher number of trainees were placed than originally anticipated by the contractors.

Any questions?

Alright, I'd now like to turn the floor over to Viola Cooper, our National Program Manager for SuperJTI in the western half of the country in Regions 6-10.




Good afternoon, everyone! First, I'll be talking about the Coeur d'Alene River Basin Cycle 2 SuperJTI program today and about how we were able to provide 14 community members with career development opportunities in the Coeur d'Alene River Basin area. This SuperJTI was conducted as a follow up second program to the successful first program the year prior.

I'd like to start by giving you a little bit of history about the area. The Coeur d'Alene Basin Superfund site (also known as the Bunker Hill Mining and Metallurgical Complex site) is located in Northern Idaho's Coeur d'Alene River Basin. EPA placed the site on the National Priorities list in 1983. The Coeur d'Alene Basin is one of the largest areas of historic mining in the world.


Since the late 1880s, mining activities in the Upper Coeur d'Alene Basin contributed an estimated 100 million tons of mine waste to the river system. Many Basin communities were built on mine wastes. Until as late as 1968, tailings were deposited directly into the river. Over time, these wastes have spread throughout more than 160 miles of the Coeur d'Alene and Spokane rivers, lakes and floodplains. Contaminants from mining operations in the Silver Valley spread harmful levels of heavy metals down the South Fork of the Coeur d'Alene River and into the floodplains.


With this project, we hoped to help a community heavily-impacted by this contamination and also to give community members a way to contribute towards the cleanup and the revitalization of their area. Our program was developed using a partnership between EPA, North Idaho College, North Wind Construction Services and TerraGraphics Environmental Engineering.

 **COUER d'ALENE BASIN
SuperJTI Cycle 2**

Recruitment:

- Silver Valley (Kellogg), Idaho
- Spring 2013
- Supported by community partner and Idaho DEQ
- Community members became program advocates




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Coeur d'Alene Basin SuperJTI staff and the project's community liaison, Rene Gilbert did outreach, sent out flyers and hosted orientation sessions to publicize the job training program and attract interested candidates. Area community-based organizations and local newspapers the Spokesman Review and the Shoshone News Press also advertised the program.


During March and April 2013, 80 people came to the program's five orientation sessions. Following these sessions, 76 people completed a preliminary testing stage and 45 of those participants were invited to attend program tryouts. Thirty-five participants decided to continue with the program tryouts and we selected 15 of those participants to receive training and 14 completed training.


Throughout the process we had assistance from Rene Gilbert and the IDEQ. As the process continued, we saw community members become program advocates. In addition, community members who had participated in the selection process for the first Coeur d'Alene SuperJTI the previous year came back to assist and help with the process (Forest Van Dorn, Jeanne Bradley, etc.).

 **COUER d'ALENE BASIN
SuperJTI Cycle 2**

2 weeks of training:

- Provided by North Idaho College and CH2MHill
 - Pre-Employment
 - 40-hr HAZWOPER
 - Sampling
 - Flagging
 - CPR/First Aid
 - Field Reporting



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The Coeur d'Alene Basin SuperJTI Cycle 2 training took place over two-and-a-half weeks and included the trainings listed here on this slide.

As Melissa mentioned earlier, for the pre-employment portion of the program trainees completed courses in environmental justice, interpersonal communication, cultural competence and effective work habits. This pre-employment training was again provided by contractor Skeo Solutions.

Trainees also completed the 40-hour HAZWOPER, sampling, work zone flagging, CPR and first aid training and field reporting courses. North Idaho College provided most of the coursework, and site contractor CH2MHill provided the sampling course to the program at no cost.


Graduation for the program's 14 trainees was held at Memorial Hall in Kellogg, Idaho, in May 2013.


We are very proud of our graduates. Upon completion of the program, they possess the marketable skills needed to begin a successful career in environmental remediation and become valuable members of the workforce in these communities.



THE RESULTS

- Created goodwill and champions in the community for the program
- Graduated 14 trainees from the program
 - 10 placed into jobs
 - 6 in site-related work for contractors and project partners
 - 4 in other area jobs






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The results of the second cycle of the Coeur d'Alene Basin project are that it created goodwill and champions in the community for the program as well as for EPA. In the Silver Valley before SuperJTI was run, very few local residents had secured jobs working on site. After SuperJTI, the residents able to work on site continued to be hired in subsequent constructions seasons.


The photo you see here is actually a graduate of the program, Jacob Seiverding, working on site.


As a side note, after the success of the first Coeur d'Alene Basin project in 2012, EPA Region 10 was so impressed by the SuperJTI community partner, Rene Gilbert's work on the project that they hired her as a SEE employee for the Region. She is still working in Region 10 as a SEE.



WHAT ARE THE BENEFITS OF SuperJTI?

- Residents
- Local community
- Contractors
- EPA
- PRP





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SuperJTI programs benefit a wide range of parties.

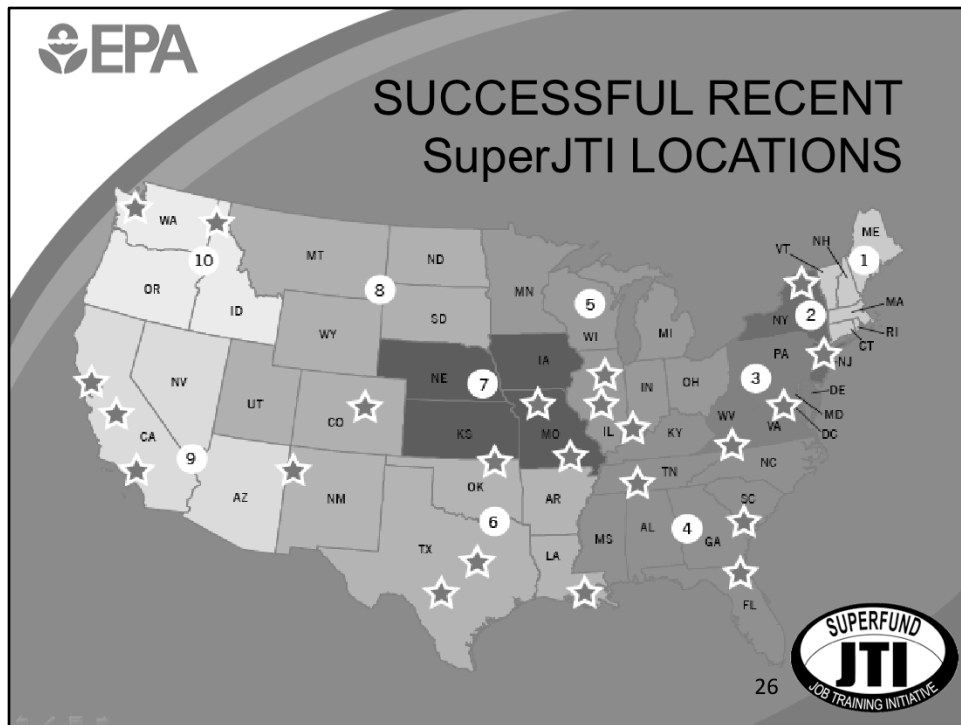
Residents benefit because the program increases the understanding of site cleanup effort. Additionally, the trainings provide them with marketable skills and enhance their employment potential. The program allows them to play an active role in the protection and restoration of their homes and neighborhoods.

The **local community** benefits because the program provides job opportunities for qualified residents, it increases skills of the local labor pool and it also increases local tax base.

Contractors benefit from this program because they are provided with a new pool of trained workers. A group like this can ensure quick start-up for construction and cleanup efforts at the site and can also lower costs associated with using remote workers, such as per diem, hotels and transportation. The program builds goodwill in the community by boosting local economies and showing that the contractor is willing to work with area citizens.

EPA benefits because the program removes communication barriers. The program makes community members more aware of cleanup efforts and environmental issues; builds trust through productive working relationships; and demonstrates EPA's commitment to meaningful community involvement.

Even the **potentially responsible party (PRP)** will benefit through their support of an SuperJTI program. By participating in the program, a potentially responsible party can re-build trust in the community.



There have been successful SuperJTIs all over the country. Some recent projects include:

- Coeur d'Alene Basin (Coeur d'Alene and Kellogg, ID)
- Duwamish River Waterway (Seattle, WA)
- Fort Ord (Monterey, CA)
- Jacksonville Ash (Jacksonville, FL)
- Jacobsville Neighborhood Lead (Evansville, IN)
- Navajo Nation (Gallup, NM)
- Onondaga Lake (Syracuse, NY)
- Passaic River (Newark, NJ)
- Rockets, Fireworks & Flares (Rialto, CA) [this is our most recent project]
- Savannah River Site (Aiken and Allendale, SC)
- Tar Creek (Miami, OK)

Prior to 2008, SuperJTI was run as a grant program in other communities across the nation.



2013-2014 PROJECTS

- Duwamish River Waterway (Seattle, WA)
- Navajo Nation (Gallup, NM)
- Rockets, Fireworks & Flares (Rialto, California)



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We have three recent projects conducted in the last two years in Seattle, Washington, Gallup, New Mexico (on Navajo Nation) and in Rialto, California.

We look forward to doing more SuperJTI projects in 2015 and 2016 so send us ideas if you have them!



DID YOU KNOW?

Since 2008, SuperJTI has run programs on three Route 66 cities:

- Miami, Oklahoma (Tar Creek site)
- Gallup, New Mexico (Navajo Nation)
- Rialto, California (Rockets, Fireworks & Flares site)

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CONTACT INFORMATION

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If you have any ideas for new SuperJTI projects, please get in contact with us!

We will have additional resources available after the presentation ends. Be sure to check back afterwards for downloads or check the website at <http://www.epa.gov/superfund/community/sfjti/>.

Does anyone have any remaining questions?