

2025 CALIFORNIA LAND RECYCLING CONFERENCE
TRANSFORMING LAND, EMPOWERING COMMUNITIES

Building Futures

Strengthening Brownfields Job Training through Community Centered Approaches

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OFFICE OF BROWNFIELDS
Department of Toxic Substances Control - Cleanup In Vulnerable Communities Initiative



**CENTER FOR CREATIVE
LAND RECYCLING**
RECLAIM. CONNECT. TRANSFORM.



BUILDING FUTURES

**Strengthening Brownfields Job Training
through Community-Centered Approaches**

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Disclaimer

The EPA's Office of Brownfields and Land Revitalization (OBLR) currently has an open Notice of Funding Opportunity (NOFO) and grant competition. Please be advised that EPA employees **(including, by extension, Adaapta and Tetra Tech staff)** will not address any questions beyond Threshold Questions, nor discuss topics related to the NOFO or the competition during this conference. For Threshold Questions, we will refer only to the information available in [the Frequently Asked Questions Document](#) or the [NOFO](#) itself.

WHAT IS THE EPA'S BROWNFIELDS JOB TRAINING GRANT PROGRAM?

The Brownfields Job Training Program is designed to:

- **Provide grants to eligible entities** to recruit, train, and place unemployed and under-employed residents from communities impacted by brownfields.
- **Equip graduates with wider skillsets** that improve their ability to secure full-time, sustainable employment within the larger environmental field.
- **Help further sustainable community revitalization** by ensuring that residents benefit from the revitalization and cleanup of brownfields.



Region 9, Los Angeles Conservation Corps HAZWOPER Training

Program Impact

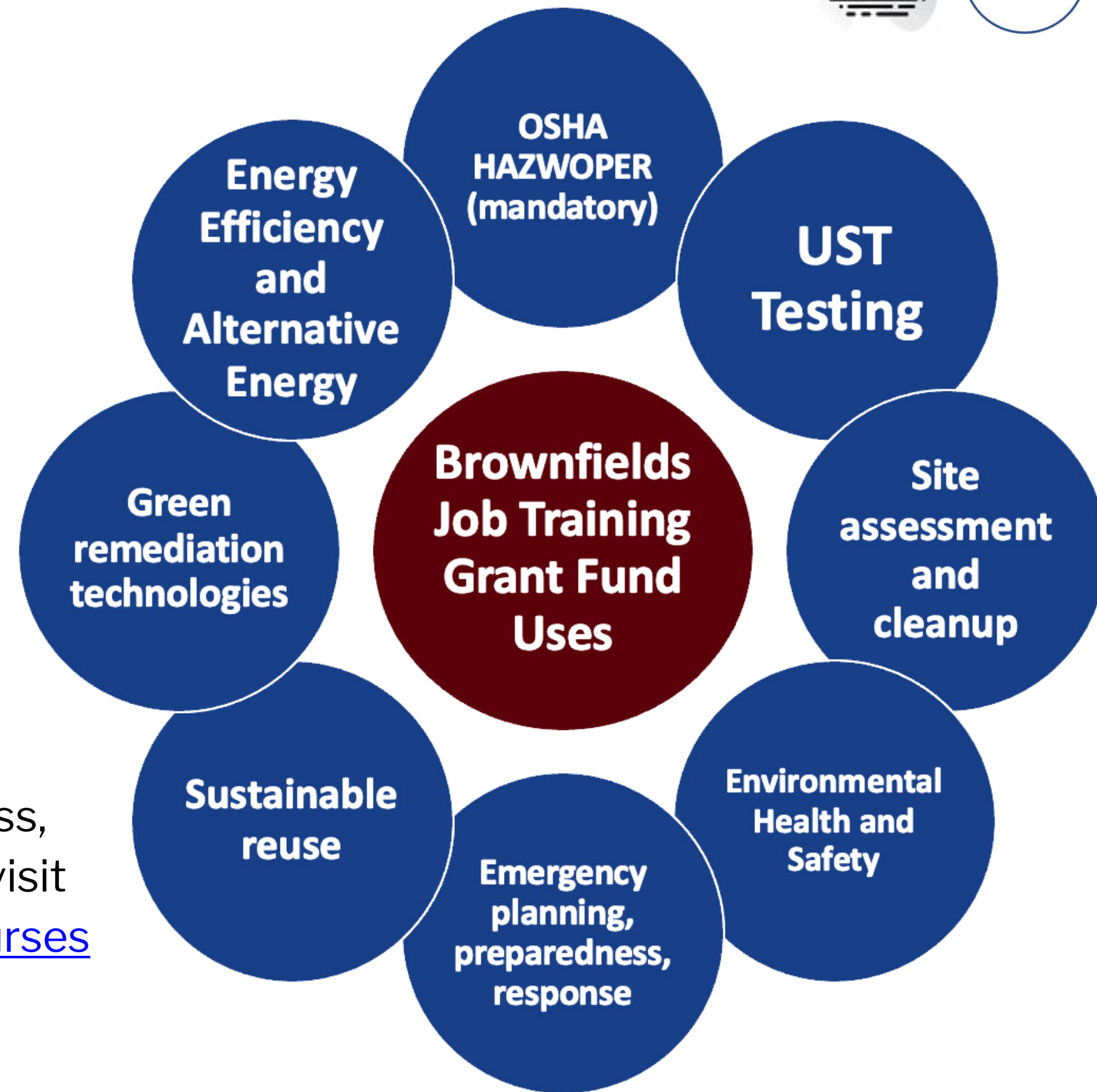
- Since inception, **431 job training grants** funded totaling approx. **\$107.8 million**
 - **~21,700 graduates**
 - **16,100+ obtained employment** in the environmental field.
 - Cumulative program **placement rate of 74%**
 - Graduates' starting wages are approximately **\$16.5 per hour**
- Since 2020: Average starting wage was **~\$22 per hour**



What Types of Training Are Eligible?

All training **must relate** to facilitating the inventory of brownfield sites, site assessments, remediation of brownfield sites, community involvement, or site preparation.

Note: All the above training can be delivered at awareness, intermediate, or advanced levels. For more information visit [List of Eligible and Ineligible Brownfield Job Training Courses](#) available on the [Brownfields Job Training page](#).



What Types of Costs Are Eligible?



*Follow the leader for safety training
City of Tacoma, WA*

Additional eligible uses of grant funds:

- Personnel costs for instructors to conduct training, fringe benefits, and/or tasks associated with programmatic reporting requirements
- Costs for screening and placement of students
- Costs associated with health exams, drug testing, licensing fees
- Costs for training materials and work gear associated with the training curriculum
- Outreach activities directed toward engaging prospective employers to be involved in the job training program and to hire graduates
- Participant support costs (up to 40% of the grant funds)
 - Transportation
 - Childcare
 - Time for participating in training

Who is Eligible to Apply?

Eligible Entities:

- City, county, state, Tribe, other general purpose unit of local government
- Regional council
- Workforce Investment Board or One-Stop Center
- Nonprofit organization
- Redevelopment agencies
- Colleges and universities

You are NOT eligible to apply if you are:

- Nonprofit organizations described in Section 501(c)(4) of the Internal Revenue Code that engage in lobbying activities as defined in Section 3 of the Lobbying Disclosure Act of 1995
- For-profit or proprietary organization or trade school

Project Period of Performance

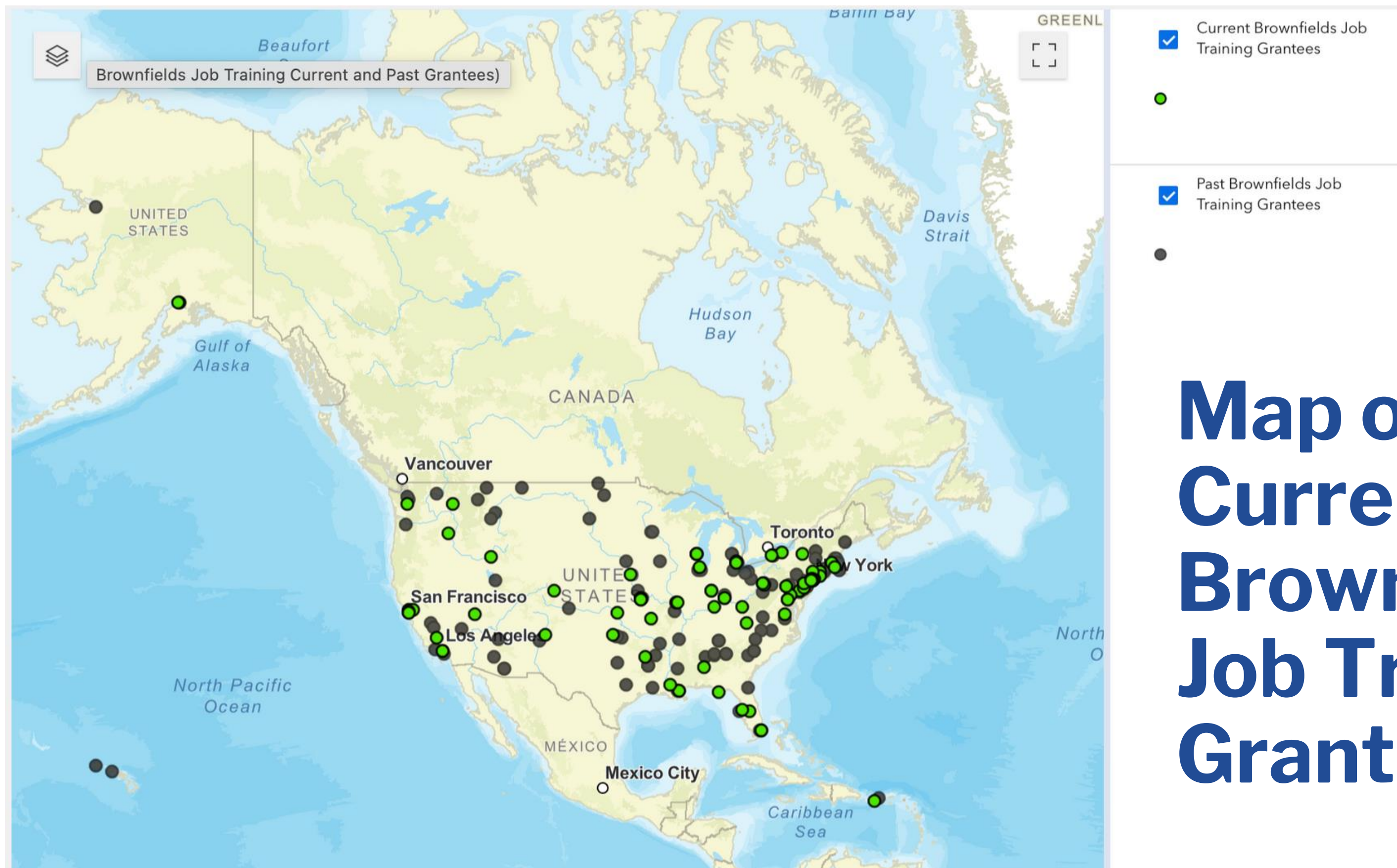
The project period for these grants is **up to 5 years**:

- Year 1 & 2: recruitment and screening/beginning of training
- Year 3 & 4: continued recruitment and screening/continuation and conclusion of training
- Year 5: placement and tracking of graduates and reporting results to EPA



Students of the Isles, Inc. Brownfields Job Training Program.

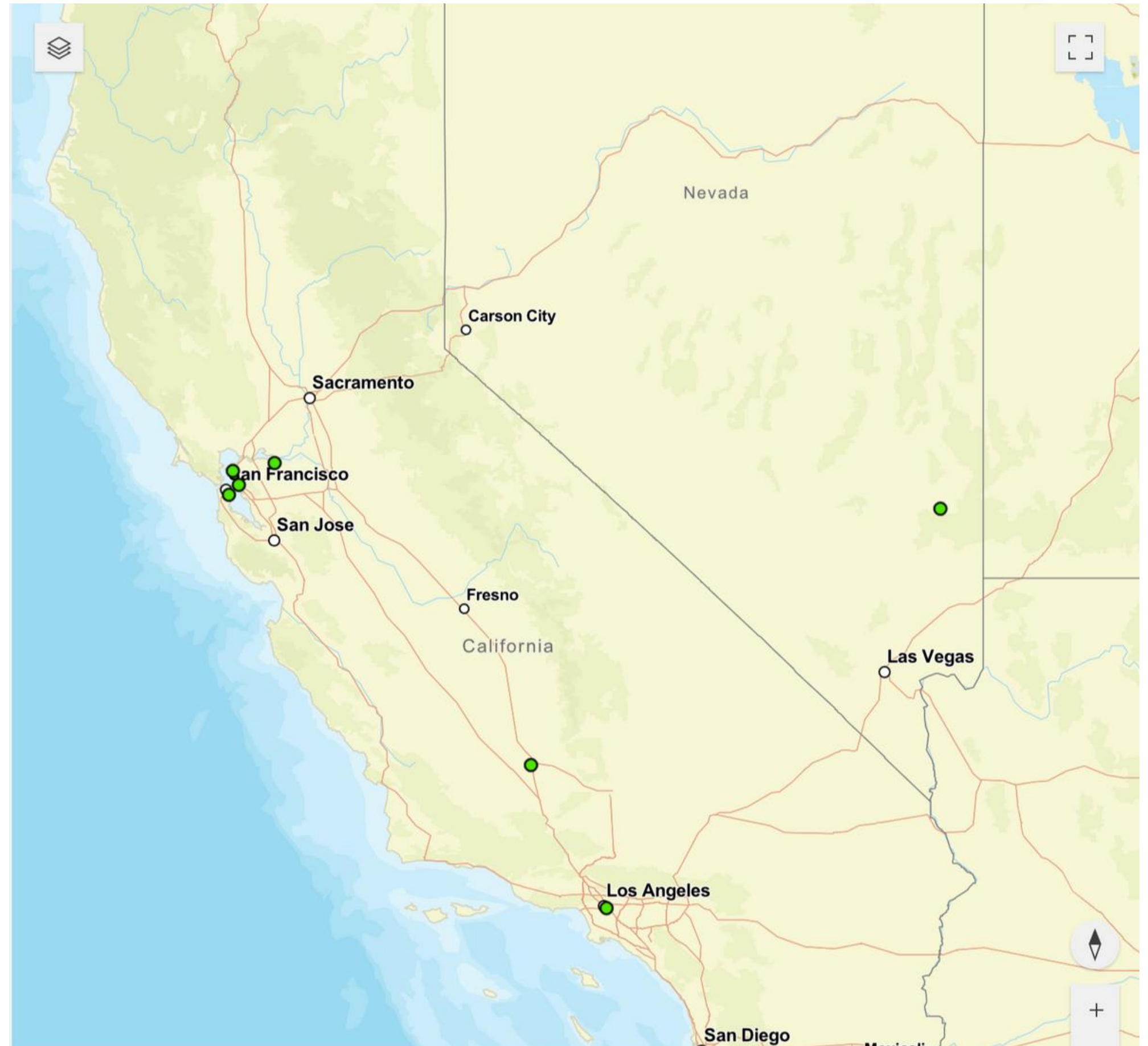
BROWNFIELDS JOB TRAINING PROGRAM GRADUATES



Map of Past & Current Brownfields Job Training Grantees

Active Brownfields Job Training Programs in Region 9

- Programs focus on unemployed, underemployed, low-income, minority, and at-risk populations
- Ex.) young adults, veterans, Drug Court graduates, and dislocated workers.



R9 Training Offerings

- **Safety and Hazard Training:** 40-Hour HAZWOPER, OSHA 10/30, Confined Space Entry, Refinery Safety, Fall Protection, Lockout/Tagout, Traffic/Flagger Safety, Extreme Temperature/Heat Illness, RCRA Hazardous Waste Management, Workplace Violence, and Emergency Response.
- **Hazardous Materials & Environmental Work:** Asbestos and Lead Abatement, Mold Remediation, Lead Renovation/Repair/Painting, Oil & Gas Remediation, Environmental Technician, Stormwater BMPs, Solid Waste & Wastewater Management, Underground Storage Tanks, Air Emissions & Permitting, Valley Fever Awareness, Wildfire Smoke Protection.
- **Construction*, Technical & Utility Skills:** Building Performance Certification, MC3 (Construction Math & Career Readiness), Pre-apprenticeship Construction, Green Construction, Utility-Scale Solar Installation*, EV Charging Installation*, Forklift & Powered Industrial Truck Operation, Welding, Excavation Competent Person, Blueprint Reading, Line Locating, Restoration & Field Lab Skills.
- **Certifications & Readiness:** First Aid/CPR/AED, FEMA IS courses, CASAS Basic Skills, Employability Week/Soft Skills, Life Skills, Resume Development, Job Readiness, Community Benefit Training.
- **Certifications:** Programs offer up to 10 state and 6 federal certifications depending on the track, including HAZWOPER, OSHA, asbestos/lead/mold handling, forklift operation, and more.

** Construction-, solar, and EV-related trainings are ineligible use of grant funds (same for Green Infrastructure or if the cleanup remediation calls for green infrastructure).*

R9 Graduate Skill Profiles

- **Environmental Safety & Hazardous Waste Handling:** Ability to manage hazardous materials, remediate environmental sites, and comply with OSHA and EPA safety standards.
- **Construction* & Green Infrastructure:** Skills in pre-apprenticeship construction, sustainable building, solar and EV installations*, and green infrastructure practices.
- **Emergency & Industrial Response:** Preparedness for refinery, industrial, and disaster response scenarios.
- **Technical & Operational Proficiency:** Competency in forklifts, welding, excavation, blueprint reading, line locating, and utility work.
- **Professional & Employability Skills:** Life skills, soft skills, job readiness, resume building, and community benefit understanding.
- **Overall Outcome:** Graduates are highly employable in environmental remediation, construction, renewable energy, industrial safety, and emergency response fields, with a combination of technical, safety, and workplace readiness skills backed by multiple certifications.

** Construction-, solar, and EV-related trainings are ineligible use of grant funds (same for Green Infrastructure or if the cleanup remediation calls for green infrastructure).*

California Programs



Cypress Mandela Training Center, Inc.	Oakland
Hunters Point Family	San Francisco
Kern County Builders Exchange	Bakersfield
Los Angeles Conservation Corps	Los Angeles
City of Pittsburg	Pittsburg
City of Richmond	Richmond



**WHAT IS IT LIKE TO HIRE & WORK
WITH BROWNFIELDS JOB
TRAINING PROGRAM GRADUATES?**

Brownfields Community Internship Program Objective

“Provide an opportunity for local residents to learn from and benefit directly from the EPA Multipurpose Grant.”



Introduction of Project Interns



- Acen Neves
- Ruabeca Rivera
- Devyn Fonseca
- Osaru Osayi-Osazuwa
- Eldric Abreu

The Intern Perspective



Acen Neves

“My decision to apply to the...program was influenced by my love for the environment as well as the city that I was born, raised, and educated in. Efforts to remediate Brownfield sites are critical in preserving the health and wellness of citizens in affected areas, and offering EPA funded training for skilled labor in this field creates opportunities for community members to directly improve their immediate environment. **With pride for my community, I have felt immense excitement to participate in carrying out plans to build a community center that will uplift our local economy and curate greater social capital for New Bedford natives.”**

The Intern Perspective



Ruabeca Rivera

"I am **grateful to have the opportunity to be able to work in the community**, thanks to Buddy and Michele and Courtney."

The Intern Perspective



Osaru Osayi-Osazuwa

“The reason why I decided to take on the role as an intern was because it allowed me to explore the Environmental Science aspect of Public Health. **I was able to notice the trends of health as I collected the data.** As a master's degree holder, I am forever a student and am always learning. “

The Intern Perspective



Eldric Abreu

“I was born and raised right in the heart of the old Morse Cutting Tool site in New Bedford, along the historic route of the Cape Verdean Recognition Parade. I’m a proud son of this city, a first-generation American of Cabo Verdean and Senegalese descent. **I applied to this internship because I believe our stories, our health, and our environment are deeply connected.** I wanted to be part of something that brings voice and justice to the neighborhoods that have been overlooked for far too long. **This internship has allowed me to contribute to meaningful change right in the community that raised me and that means everything.**”

Lessons Learned

- Dedicated Program Champion to help manage and facilitate intern program
- Building camaraderie and connection between interns increased success
- There will be growing pains
- Including local residents as ‘employees’ help secure the contract for the work & improved community relations/trust
 - Showed a direct commitment to the wellbeing of the community
- Showed interns the myriad of career pathways possible in the environmental engineering field
- Programs need to be flexible to accommodate for the unique challenges experienced by the interns (childcare, lack of reliable transportation, new to timesheets, etc.)

KEY CONSIDERATIONS FOR EMPLOYERS

Opportunities & Benefits

- **Work-ready talent pool:** Graduates enter the job market with industry-recognized certifications.
- **Reduced onboarding costs:** Training and safety certifications are completed before hire.
- **Retention & loyalty:** Many graduates are rooted in the community and eager to grow long-term with local employers.
- **Stronger community ties:** Hiring locally trained graduates demonstrates investment in community revitalization and sustainable community revitalization priorities.
- **Diverse perspectives:** Programs expand workforce diversity, creating teams better equipped to serve communities.
- **Partnership pipeline:** Employers who engage with training providers help shape curriculum and secure future talent.

Common Misconceptions

Myth	Reality
Graduates are “inexperienced”	They’ve completed rigorous, hands-on training.
Programs are “cookie cutter”	Most are tailored to meet specific local employer needs.
Candidates lack professionalism	Programs include job readiness and soft skills training.
Graduates only want temporary jobs	Many are seeking long-term, stable careers in environmental and construction fields.
They won’t be able to pass background checks or drug tests	Programs typically screen participants and provide support to ensure job readiness before graduation.
They’re not adaptable to real jobsite conditions	Training emphasizes hands-on, field-based practice to prepare graduates for real-world work.

Potential Challenges

- **Workforce entry:** Some graduates are new to professional environments → mentorship and onboarding support go a long way.
- **Logistical barriers:** Transportation or childcare can affect reliability → flexible scheduling or employer–program partnerships can help.
- **Nontraditional career paths:** May require openness to different experiences → often results in highly motivated and resilient employees.



Remediation & Asbestos Training at the Saint Louis University Center for Environmental Education & Training

GETTING INVOLVED

Brownfields Job Training Technical Assistance

- Professional Learning Community (PLC) Calls
- Resource Development
- Webinars
- **Virtual 1-on-1 Support**



brownfieldsjobtraining@adaapta.com



www.epa.gov/brownfields/forms/brownfields-job-training-program-technical-assistance-inquiry-form



TETRA TECH

adaapta



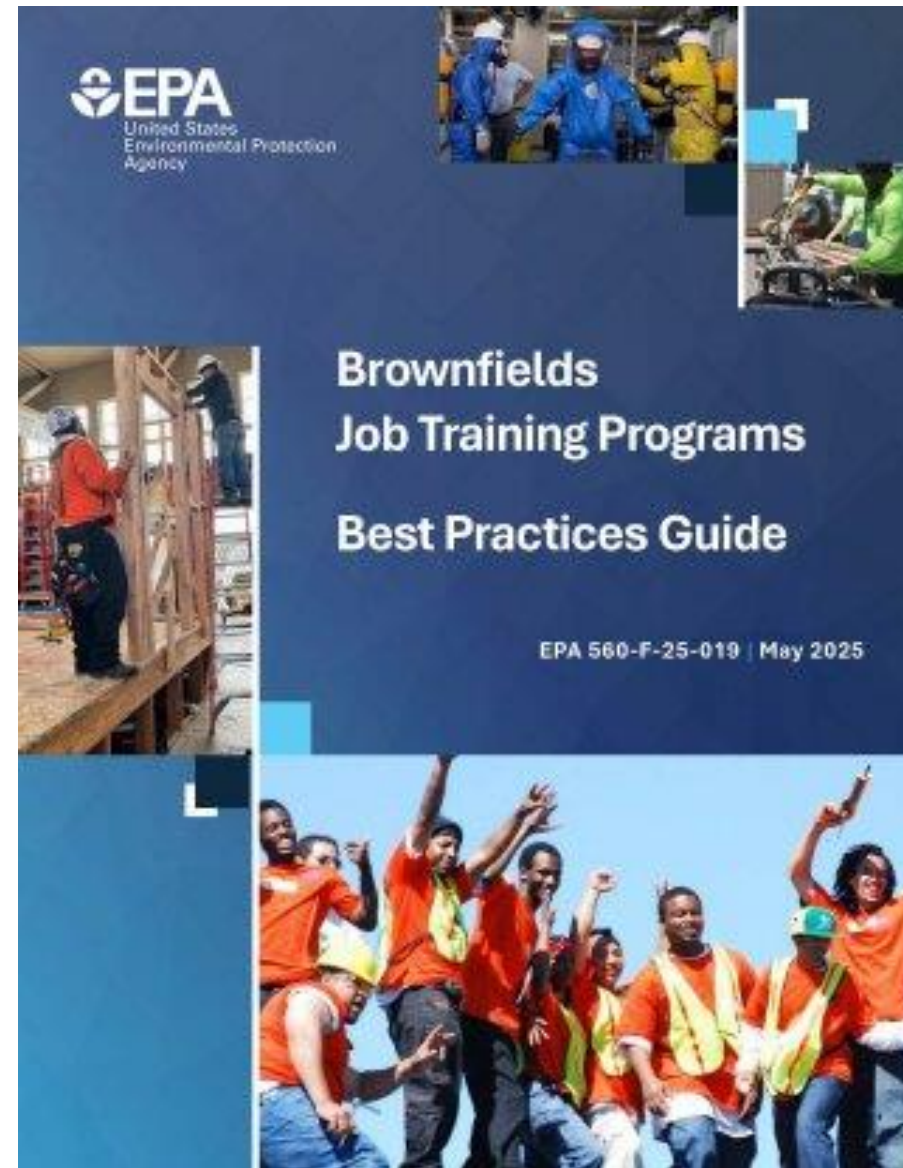
Professional Learning Community

- Connect with BFJT grantees, prospective applicants, technical assistance providers, and EPA staff.
- **Share best practices** and real-world strategies for program implementation
- Troubleshoot challenges
- Hear grantee success stories and **foster peer-to-peer learning**
- Stay up to date on EPA resources and upcoming opportunities



To be included on the invites for future PLC calls, submit an [inquiry form](#) and state in the "Inquiry" field a request to "Add me to future PLC call invites."

2025 Brownfields Job Training *Best Practices Guide*



Thank You!

- Upcoming Professional Learning Community (PLC) Calls:
Wednesday, September 24th & Wednesday, October 15th
- If you or an associate would like to receive notice of upcoming meetings and events, send your contact information to:
brownfieldsjobtraining@adaapta.com
- Submit an inquiry or request for technical assistance at
www.epa.gov/brownfields/forms/brownfields-job-training-program-technical-assistance-inquiry-form



CALIFORNIA LAND RECYCLING CONFERENCE

Transforming Land, Empowering Communities
September 16-18, 2025 | Carson, CA



OFFICE OF BROWNFIELDS
Department of Toxic Substances Control - Cleanup in Vulnerable Communities Initiative



THANK YOU



**TOGETHER WE
EMPOWER
COMMUNITIES
THROUGH THE
TRANSFORMATION OF
BROWNFIELDS**

Join the conversation, use
#CALRC2025 to share your
photos, insights and highlights!

*We appreciate your feedback,
follow this QR code to submit an
evaluation form on Whova.*