



CALIFORNIA LAND RECYCLING CONFERENCE

Imagine | Innovate | Implement
September 29 – October 1, 2026 | Foster City

Building Local Workforce Pathways Through EPA Brownfields Job Training Grants L _ _ _ _ _ _ _ _ _ _



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



CENTER FOR CREATIVE
LAND RECYCLING
RECLAIM. CONNECT. TRANSFORM.

SPEAKERS



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Hunters Point Family



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Today's Conversation

1. Brownfields Job Training 101: Introduction and Program Overview
2. Grantee Spotlights: **Hunters Point Family** and **RichmondBUILD**
3. Building Effective Environmental Workforce Pathways
4. From Training to Employment: Strategies and Stakeholder Roles
5. Interactive Q&A



Kern County Builders Exchange Environmental Training Program – Bakersfield, CA

Brownfields investments create demand for people, not just projects

Environmental assessment, cleanup, and redevelopment create work. Job Training connects local residents to careers.



1. ASSESSMENT

- Environmental Technicians
- Sampling & Field Work
- Site Characterization



2. CLEANUP

- Remediation
- Hazardous Materials
- Construction
- Site Preparation



3. REDEVELOPMENT

- Construction
- Infrastructure
- Restoration

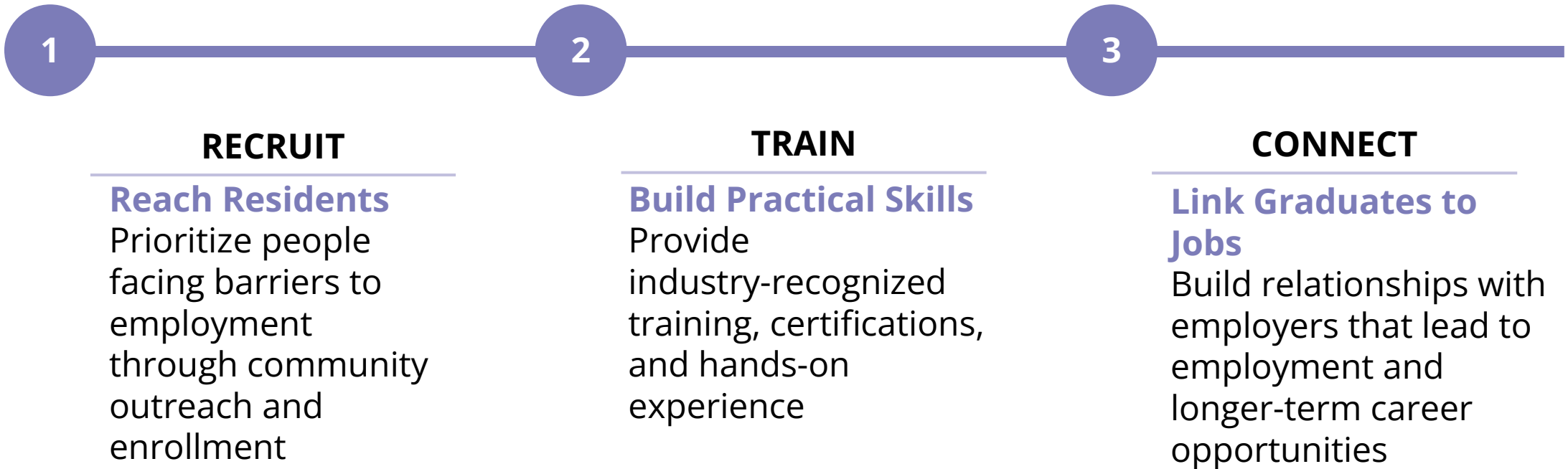


CAREER PATHWAYS

- Entry-Level Experience
- Credentials
- Employment
- Advancement

Brownfields Job Training connects residents to environmental careers

EPA Brownfields Job Training Grants support local workforce training programs through three connected activities:



Skills needed to support **assessment, cleanup, remediation, site preparation, and other related environmental work**

Environmental job training combines core safety skills with locally relevant specialties

Examples of skills taught through Brownfields Job Training programs:



HEALTH & SAFETY

- HAZWOPER 40
- OSHA 10/20
- CPR/First Aid



ENVIRONMENTAL

- Environmental sampling
- Hazardous materials work
- Mold or asbestos abatement



GREEN/RESTORATION

- Ecological restoration
- Green infrastructure
- Sustainable deconstruction

Successful programs connect those skills to **actual occupations and employers in their local market.**

Every brownfield project offers a chance to build a local workforce pathway

Each partner contributes knowledge, access, or support that can connect residents to work.

Surface upcoming work

Share project timelines and identify the firms likely to do the work

**LOCAL
GOVERNMENT**

Create a route into jobs

Offer site visits, interviews, paid work experience, or openings

EMPLOYER

Define entry-level skills

Identify qualifications and hiring gaps in the local labor market

**ENVIRONMENTAL
CONSULTANT**

Help residents participate

Recruit residents and connect them with support for barriers to work

**COMMUNITY
PARTNER**

**LOCAL
WORKFORCE
PATHWAY**

California's economic transition is reshaping environmental workforce needs

Brownfields job training can connect new demand to accessible quality careers.

DEMAND SHIFTS



Industrial Transition

Legacy industries are changing, creating a need to help experienced workers transition into new industries



Infrastructure Investment

Climate, infrastructure, and redevelopment investments are creating demand for workers with environmental, construction, and technical skills.

WORKFORCE PRIORITIES

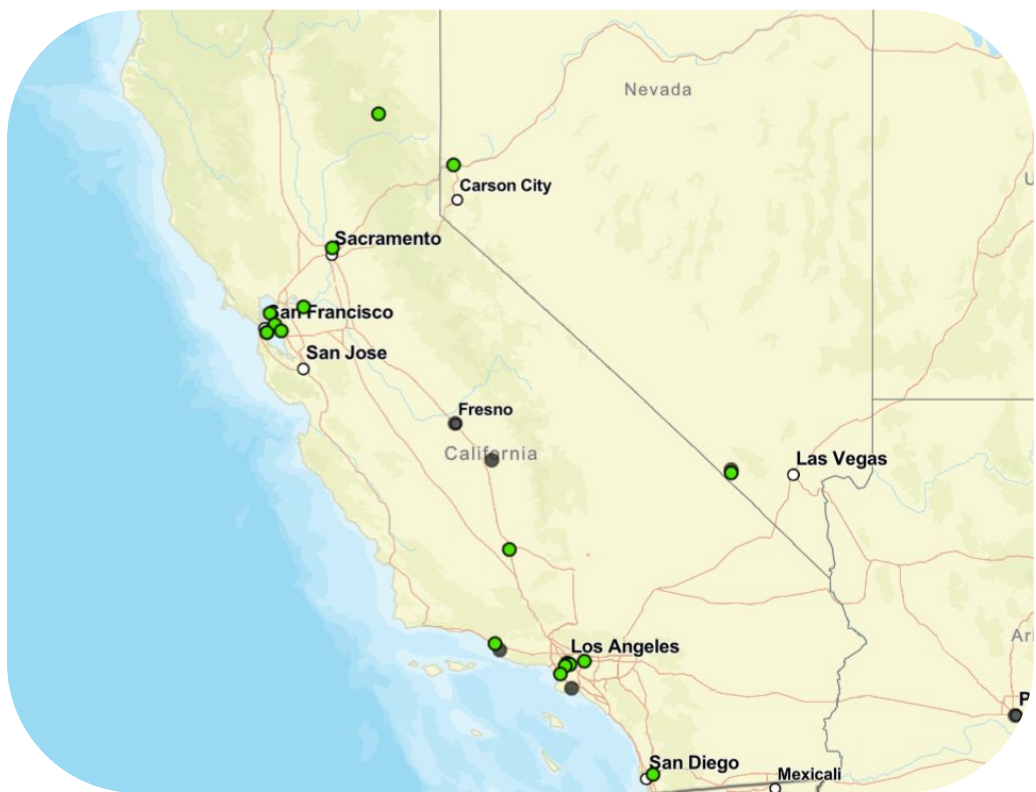
Community Access + Equity: Address barriers that keep residents from training and employment.

Job Quality: In a high-cost state, build workforce pathways that lean toward stable, good quality careers, with opportunities for advancement.

Regional Fit: Connect training providers and employers around regional economic needs and local opportunities.

14 EPA Brownfields Job Training grantees are located across California

Programs extend from Northern California to San Diego



Source: [U.S. EPA Brownfields Job Training Current and Past Grantees Map](#)

Grantees by Region

North State	1
Greater Sacramento	1
Bay Area	5
San Joaquin Valley	1
Central Coast	1
Greater Los Angeles	4
San Diego/Border Region	1

GRANTEE SPOTLIGHT:



Hunters Point Family

Bayview-Hunters Point, San Francisco, CA



Hunters Point Family: Program at a Glance

A free 12-week environmental workforce training pathway for San Francisco District 10 residents.



PROGRAM AT A GLANCE

120 participants targeted

100 graduates targeted

80 environmental job placements targeted

2025–2030 grant period targets

INDUSTRY CREDENTIALS

OSHA 10 • HAZWOPER • Lead • Asbestos
• Mold • CPR/First Aid • Flagger •
Confined Space • Radiation

JOB READINESS & WORKPLACE PREPARATION

Workplace expectations, communication, teamwork, interviewing, portfolio development, career preparation, and drug-free workplace readiness, including required drug screening.

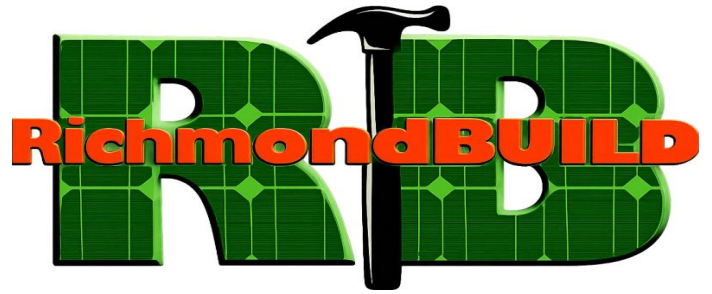
HANDS-ON + EMPLOYER EXPOSURE

Field learning, technical input, site visits and connections to environmental and public works employers.

BARRIER REMOVAL

Transportation, childcare, union-dues assistance and other supports help residents stay engaged through training and placement.

GRANTEE SPOTLIGHT:



City of Richmond
Richmond BUILD
Richmond, CA



Richmond BUILD: Program at a Glance



Pre-apprenticeship training connecting Richmond residents to construction, environmental remediation, and clean-energy careers.

PROGRAM AT A GLANCE

148

participants
entering training

146

Participants
completing training

104

Participants
employed

98.6%

Training
completion rate

Program Period: 2023-2028

INDUSTRY CREDENTIALS



MC3 (Multi-Craft Core Curriculum)
OSHA 30 • HAZWOPER 40
CPR/First Aid • Traffic Control & Flagging
Confined Space • Lead Abatement •
Asbestos

HANDS-ON + INDUSTRY EXPOSURE



Hands-on construction and
environmental training, contractor
engagement, jobsite exposure,
apprenticeship trade fairs, and direct
interaction with employers and unions.

JOB READINESS & APPRENTICESHIP PREPARATION



Workplace readiness, résumé and
interview preparation, career exploration,
soft skills, financial literacy,
apprenticeship preparation, and direct
connections to union apprenticeship
programs and construction employers.

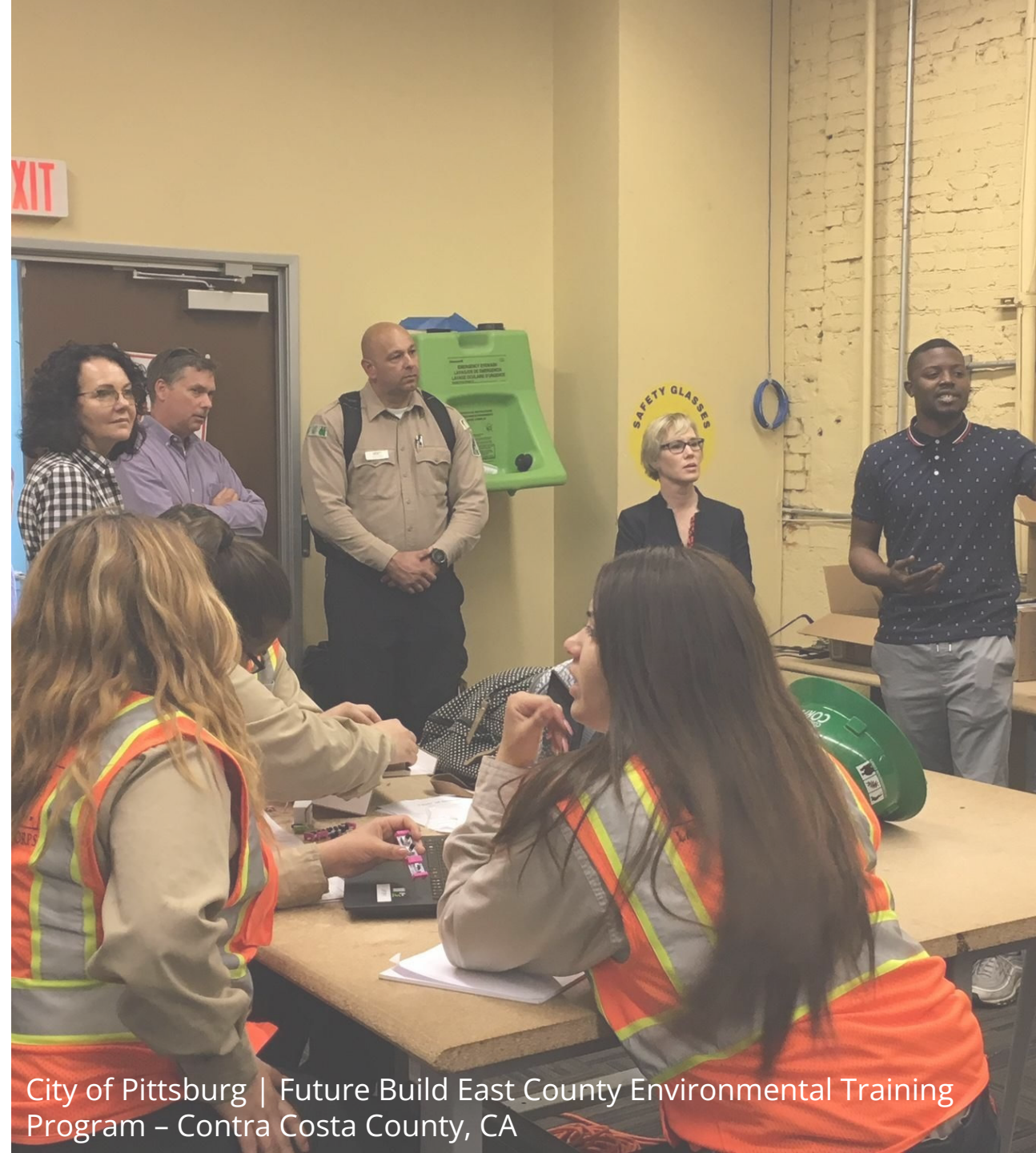
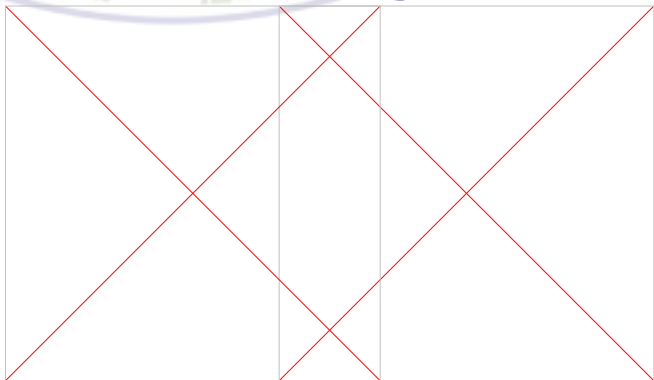
LOCAL HIRE AND PROJECT OPPORTUNITIES



Leverages the City's Project Stabilization
Agreement (PSA) and Business
Opportunity Ordinance to connect trained
residents to local construction projects,
contractors, apprenticeship pathways,
and employment opportunities.



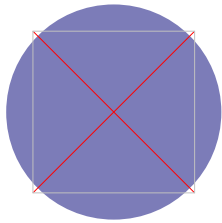
Moderated Discussion: Building the Pathway



City of Pittsburg | Future Build East County Environmental Training
Program – Contra Costa County, CA

Strong job training programs work backward from employment

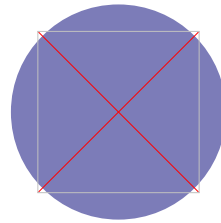
Local jobs and employer requirements: Which jobs exist locally and what do they pay? What skills, credentials, and experience do employers expect



TRAINING

Teach relevant skills

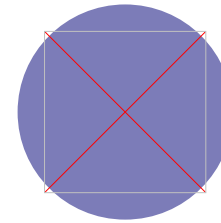
Design a curriculum around the work graduates will seek.



PARTICIPANT SUPPORT

Make completion possible

Address transportation, equipment, case management, and other barriers.



EMPLOYER PARTNERSHIP

Engage employers early

Shape training and course connections before graduation.

Training, participant support, and employer partnership work together. Successful **job placement, retention, and career advancement** are the outcomes to follow.

Connecting residents to brownfields careers



COMMUNITY + WORKFORCE

Community Talent

- Residents
- Community organizations
- Training Providers

Workforce Partnership

- Identify local openings
- Prepare residents for these roles
- Connect graduates with employers



PROJECTS + EMPLOYERS

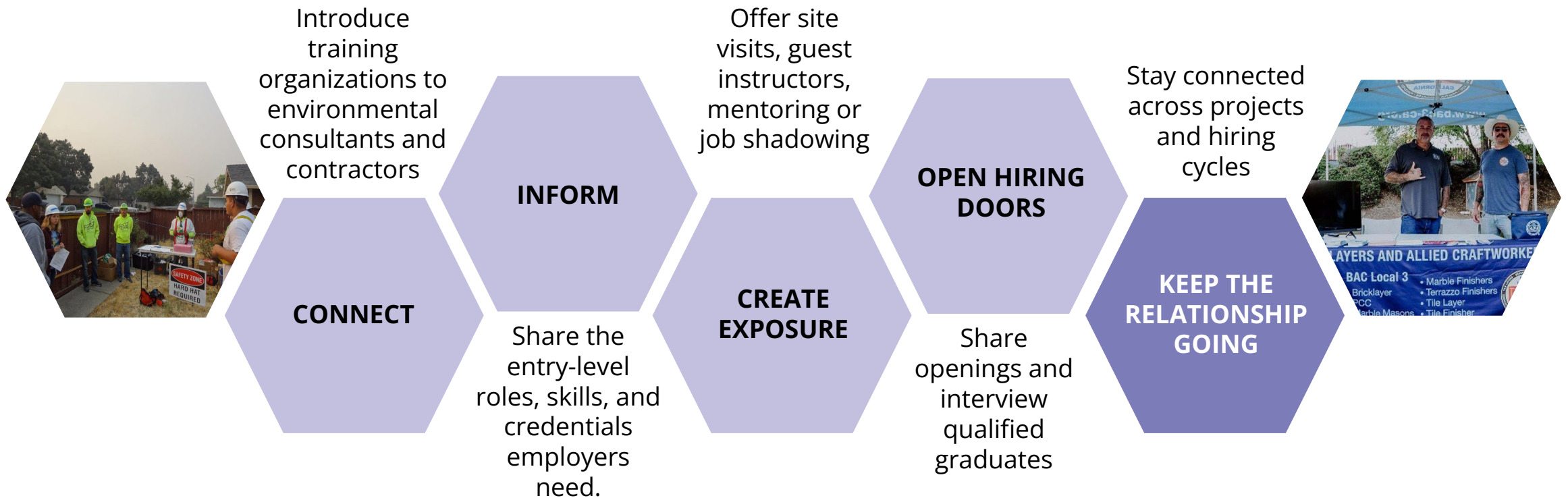
Local Hiring Needs

- Brownfields projects
- Local governments
- Consultants and contractors

Shared planning between these two systems helps residents access the work that local projects create.

Ways brownfields partners can support job training

You don't have to run a training program to help build a workforce pathway.



RichmondBUILD: From Training to Employment

A workforce pathway connecting Richmond residents to training, industry, and careers.



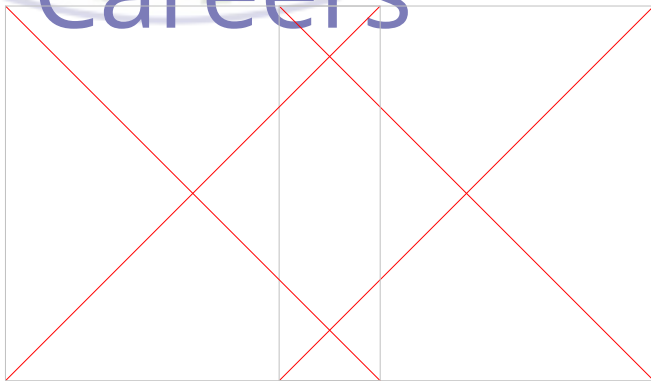
OUTCOMES	148	Entered Training	146	Completed Training	104	Employed	98.6%	Completion Rate
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Hunters Point Family: From Training to Employment

HPF builds the pathway backward from employment — and supports participants through every step.



Moderated Discussion: Connecting Training to Careers



Los Angeles Conservation Corps (LACC) Wildfire Response Crew –
Altadena, CA



Audience Q&A – Discussion

Questions | Challenges | Ideas | Connections



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Thank You!



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SCAN for U.S. EPA Brownfields Job
Training Program Website and Map
of Existing Training Programs



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We appreciate your feedback,
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Whova.

Join the conversation, use
#CALRC2026 to share
your photos, insights and
highlights!

IMAGINE, INNOVATE, IMPLEMENT
THE FUTURE OF LAND RECYCLING
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