

Environmental Justice in Action: Solutions to Protect our Vulnerable Communities

Presented by:

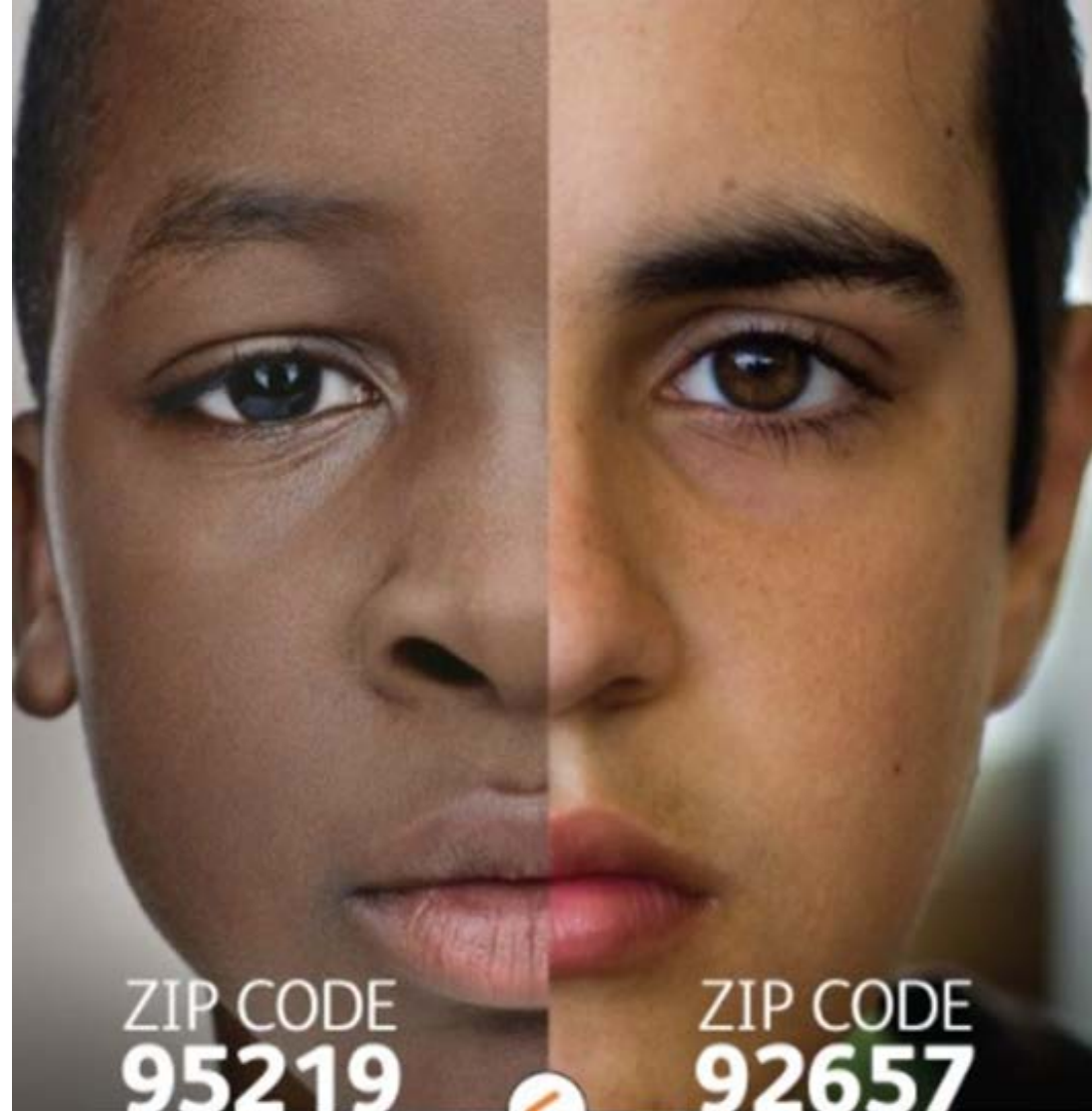
**David Casavant – Executive Director
The Sustainable Workplace Alliance**



What is Environmental Justice?



A movement seeking to achieve the fair and equitable distribution of environmental benefits and burdens associated with economic production



ZIP CODE
95219

Life Expectancy

73



ZIP CODE
92657

Life Expectancy

88

Race and Industry in Cancer Alley, Louisiana, 2013

Baton Rouge-New Orleans Corridor Black Population

0-20%

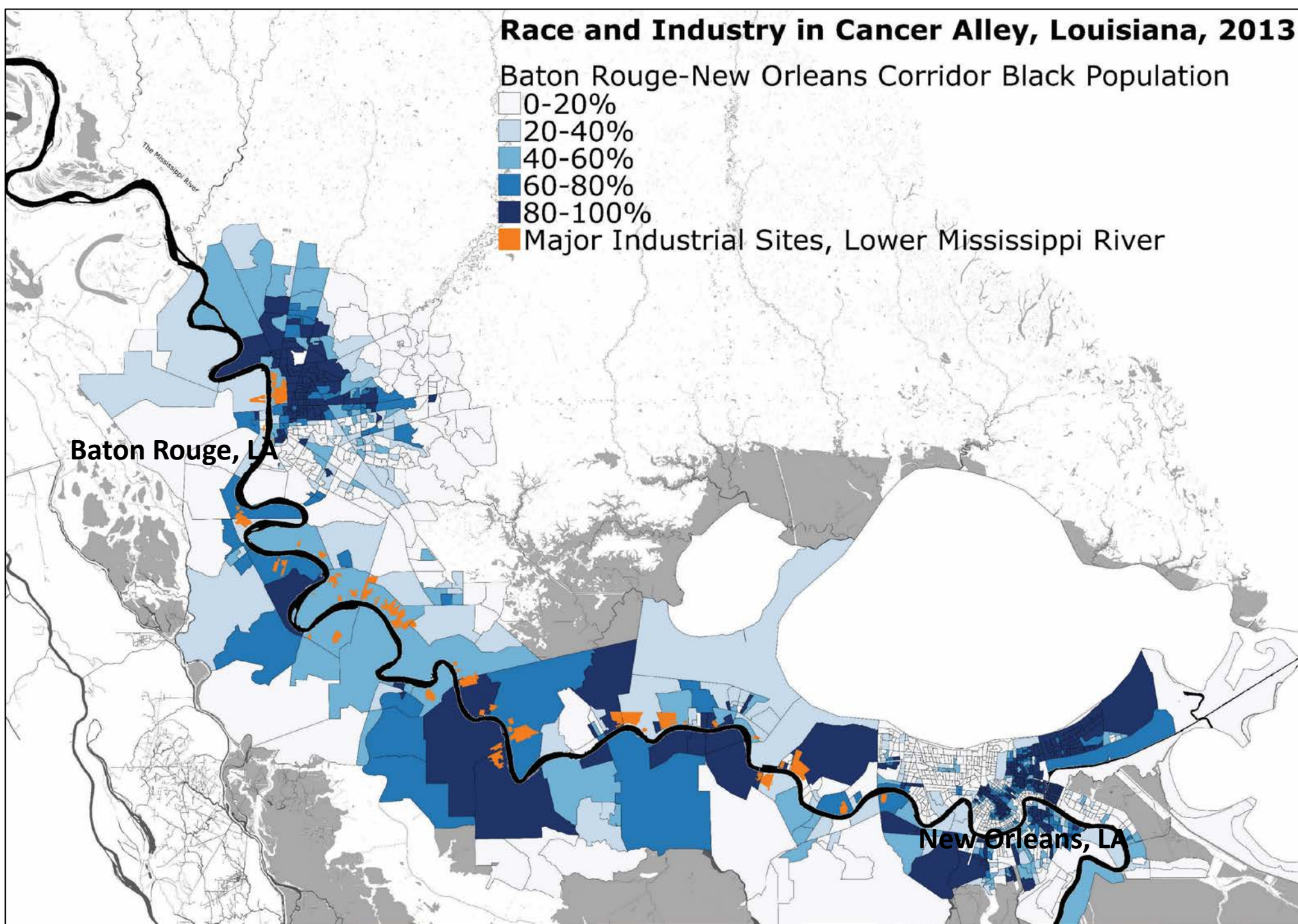
20-40%

40-60%

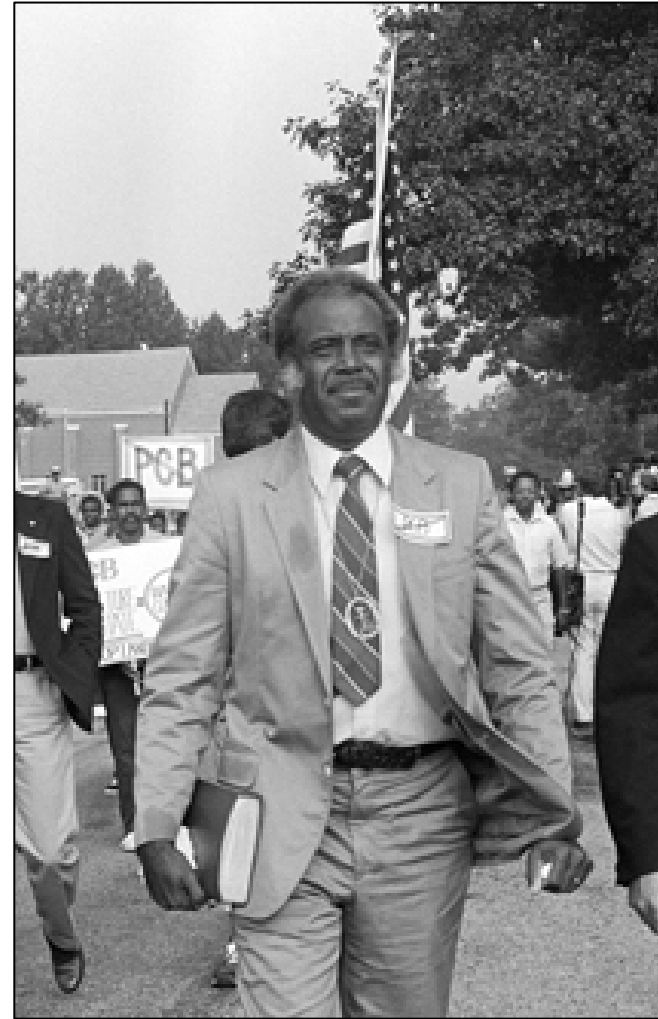
60-80%

80-100%

Major Industrial Sites, Lower Mississippi River



United Church of Christ Commission (UCC) - 1987



The study found that over 15 million African Americans, 8 million Hispanics, and half of all Asian/Pacific Islanders and Native Americans resided in communities with at least one abandoned or uncontrolled toxic waste site.

Whispering Pines Sanitary Landfill - 1979





What is a “Brownfield”

Brownfields are abandoned, idled or underused industrial and commercial properties where expansion, reuse, or redevelopment may be complicated by real or perceived environmental contamination

Brownfields may not be contaminated, but they represent an economic or social threat, since they prevent development and therefore stifle local economies.





"Millions of people needed subsistence incomes. Work relief was preferred over public assistance because it maintained self-respect, reinforced the work ethic, and kept skills sharp."

Robert D. Leighninger —
Sociologist



4000 sch 130 hos 9000m stordr
280k mroad 29k bridge 24m tre

Worker Training Programs

- National Institute of Environmental Health Sciences Worker Training Program (WTP)
- Susan Harwood Training Program (OSHA)
- Environmental Workforce Development and Job Training (EWDJT)
- DOL Employment & Training Administration (ETA)



Environmental Justice

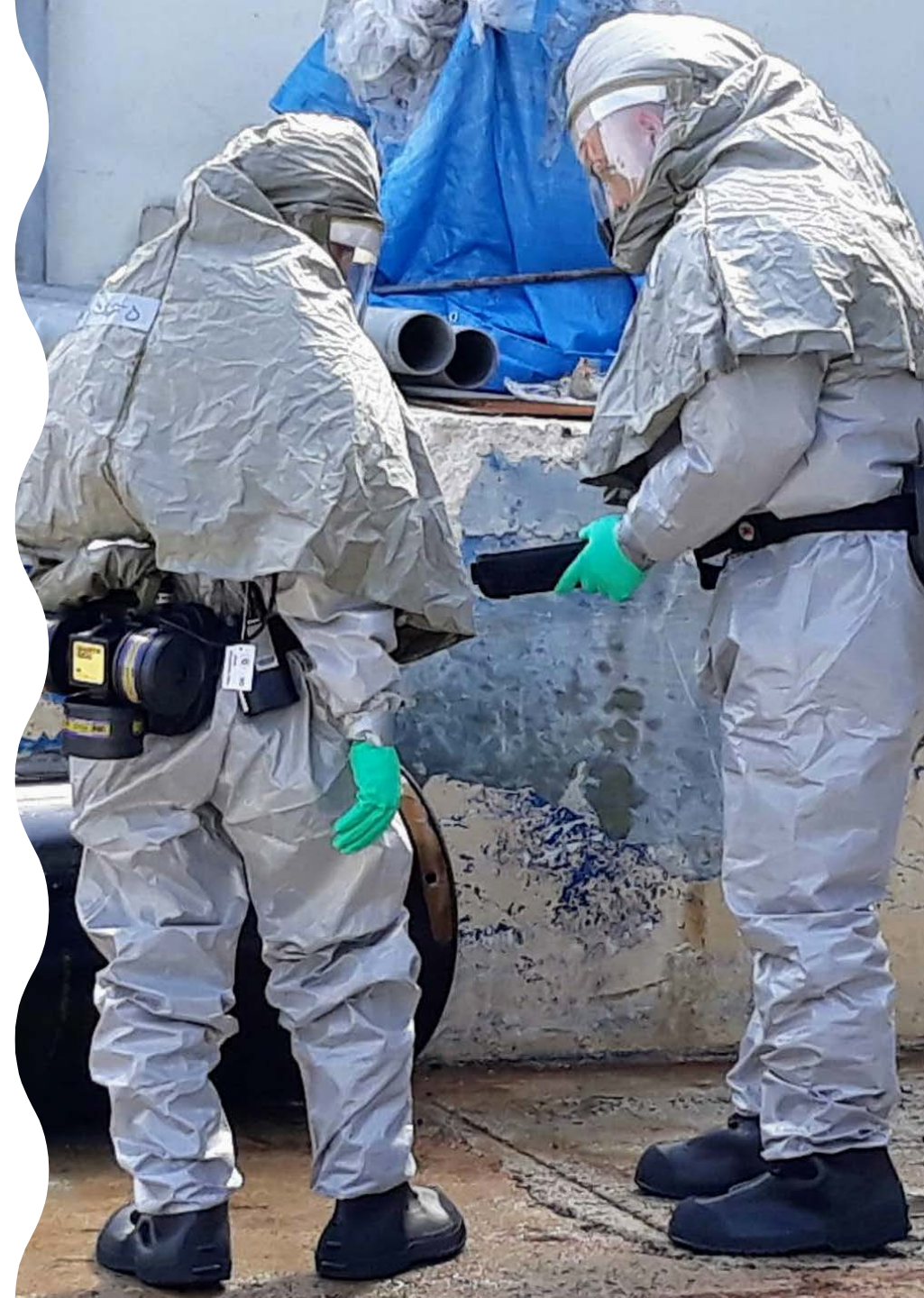
Labor Market Analysis: 2018 - 2026

Waste Management and Remediation Services (NAICS Code 562) shows a projected 2,301 new jobs by 2026.

This is a 9.8% increase and places waste management and remediation services within the top one-third of jobs with the greatest growth in Florida.

The Curriculum

- HAZWOPER 40-hour Site Worker
- Powered Industrial Truck (forklift)
- Certified Lead, Asbestos and Mold Remediation (CLAM)
- OSHA Certification - 10 Hour Construction
- HAZMAT Labeling
- OSHA Disaster Site Worker (15 hour)
- First Aid / CPR / Bloodborne Pathogens
- How to Succeed at a Job Interview
- Water and Soil Sampling
- Life Skills and Goal Setting
- Introduction to Environmental Justice
- Job Search Strategies and Resume Building



Does the Program Work?

- 138 hours per cohort (Fast Track)
- 7 nationally recognized certs
- 41 students graduated
- 68% of graduates employed
- Previous average pay: \$10k - \$12k year
- Average starting pay: \$16.25 (\$34k)
- Sustainable career path with benefits
- Pride and self-resiliency





Graduate Profile: Moses Taylor Jr.

Moses Taylor Jr. has never been afraid of hard work. He has worked at a roofing company, coffee shop, call center and a group home, but none of these jobs offered any long-term stability or a future with advancement. His situation was the classic case of being "under-employed". He was working but nowhere near the level that he was capable of.

Then the COVID pandemic ravaged the world. His job was affected, and he was laid off. For a year Moses was unemployed. He picked up work where he could but nothing sustainable. During that time, he submitted applications for hundreds of jobs, with no success. Moses' strategy was "to submit 25 applications a day, and somebody gotta call me" but his phone never rang.

Moses found out about the ECWTP environmental cohort and job placement opportunity via a flyer left on a relative's door by the Sustainable Workplace Alliance (SWA). SWA is a non-profit training organization and under a grant program with the National Institute of Environmental Health Sciences (NIEHS). SWA is able to conduct environmental training and assist graduates in job placement. For 25 years, the Environmental Career Worker Training Program (ECWTP) has made enormous impacts on individual lives and communities across the nation. Since 1995, the ECWTP has assisted thousands of underserved workers in more than 40 communities and 20 states.

Moses immediately called for more information, filled out an application, attended an orientation, and was accepted as a student for an upcoming cohort.

When the environmental cohort started, Moses was a bit skeptical. "because I already applied for everything." The Program Director challenged Moses to stay with the cohort and think differently about the job search.

The job Moses applied for was not the one he was offered. After completing a very successful interview, the employer had a more urgent need for a Line Maintenance Technician, a position that ensures the integrity of the water and wastewater distribution lines throughout the city and Moses immediately accepted the position. The employer will provide the training for Moses to get his CDL license and they are also encouraging him to get started in the State of Florida's Water and Domestic Wastewater Operator Certification Program for water distribution system operators. Of course, as Moses gains more job experience and achieves his operator certifications, he will enjoy increases in his compensation. Finally, Moses has a sustainable career with a true career path!

Research/Training reported under this ECWTP program was supported by the National Institute of Environmental Health Sciences of the National Institutes of Health under Award Number U45ES032171-01. The content is solely the responsibility of the authors and does not necessarily represent the official views of the National Institutes of Health.



Graduate Profile: Vincent Wade

"Growing up as a young man in the streets of St. Petersburg, Florida is difficult. Its easy to find trouble" related Vincent. "I've been to jail 14 times and prison twice. I'm 32 years old and its been eight years since my last conviction. I had to leave St. Pete and my so-called friends and I moved to Titusville four years ago. I feel blessed and fortunate to close that door and open this new door for the future."

Vincent has been working hard to make positive changes and part of that is finding steady, well-paying work that has growth for the future. But without a formal education in the trades, the promise of a good job seemed like an unobtainable dream.



Vincent was working with CareerSource when staff suggested that he consider attending the environmental training cohort being delivered by the Sustainable Workplace Alliance (SWA). SWA is a non-profit training organization and under a grant program with the National Institute of Environmental Health Sciences (NIEHS). SWA is conducting training and job placement activities in Brevard County, Florida. For 25 years, the Environmental Career Worker Training Program (ECWTP) has made enormous impacts on individual lives and communities across the nation. Since 1995, the ECWTP has assisted thousands of under served workers in more than 40 communities and 20 states.

"I felt really fortunate to take the class. You meet a lot of great people who really want to see you succeed and it feels good to be a part of that. If they can help me, they can help anybody."

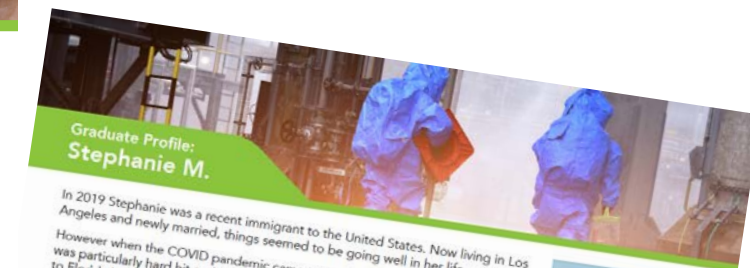
"I was teetering on whether or not I was going to take this course. Before this training I tried so many different opportunities to find stable employment, but I wasn't having much success. Within a week of completing this cohort, I was hired at a great company with great benefits and pay.

"I felt really fortunate to take the class. It helped my self-esteem. You meet a lot of great people who really want to see you succeed and it feels good to be a part of that. If they can help me, they can help anybody."

The advice from Vincent for future students of this environmental training cohort – "Don't give up! The course work was difficult at times, but its worth it to stick with the program." Vincent explained further, "The class goes by really fast, stick with it and don't get discouraged because these people will help you and you'll get that environmental job."

By the end of the cohort Vincent was pleasantly surprised to be offered two jobs by environmental companies that were eager to welcome him on board.

Research/Training reported under this ECWTP program was supported by the National Institute of Environmental Health Sciences of the National Institutes of Health under Award Number U45ES032171-01. The content is solely the responsibility of the authors and does not necessarily represent the official views of the National Institutes of Health.



Graduate Profile: Stephanie M.

In 2019 Stephanie was a recent immigrant to the United States. Now living in Los Angeles and newly married, things seemed to be going well in her life.

However when the COVID pandemic came to the United States, Los Angeles was particularly hard hit and Stephanie lost her job. She and her husband moved to Florida but the pressures of lost income, a move across the U.S. and COVID related stress, Stephanie soon found herself in an abusive relationship.

Stephanie, now living in a homeless shelter was discouraged about her situation. "I had no home to live in, I had no job, I had no money, and I could not ask for help from anyone since I have no relatives in the United States" relates Stephanie.

While at the women's shelter, Stephanie saw a flyer promoting an environmental training and job placement program being conducted by the Sustainable Workplace Alliance (SWA). This intense 3.5 week program would provide students with 138 hours of environmental related training. Each student would receive certifications in HAZWOPER 40, OSHA 10 (construction), OSHA 15-hour disaster site worker, first aid / CPR, and lead paint, asbestos and mold remediation.

SWA is a non-profit training organization and under a grant program with the National Institute of Environmental Health Sciences (NIEHS). SWA is conducting training and job placement activities in Brevard County, Florida. For 25 years, the Environmental Career Worker Training Program (ECWTP) has made enormous impacts on individual lives and communities across the nation. Since 1995, the ECWTP has assisted thousands of underserved workers in more than 40 communities and 20 states.

"I could not miss this opportunity since I knew that this was the way to obtain a job offer since for more than a year I had been applying without having any offer yet."

Stephanie knew this training and these certifications could provide her with a new and independent future. "I could not miss this opportunity since I knew that this was the way to obtain a job offer since for more than a year I had been applying without having any offer yet."

She also knew that this program would normally cost thousands of dollars, but due to the grant program, her tuition for this training was paid in full. She even received a small stipend for expenses and lunch was provided. It was an opportunity Stephanie couldn't miss!

A couple of weeks into the cohort, David Casavant, Program Director at SWA arranged a meeting with Stephanie and the National Organization of Mold Remediation and Inspectors (NORMI). NORMI had an opening and David believed Stephanie would be a great fit. The interview went very well and Stephanie was hired. Stephanie would be a person to be employable, but also helping our family members to enjoy a quality of life and to enjoy dignified living conditions through economic stability.

Stephanie sums up the ECWTP program best, "With the beautiful work that SWA is doing, they are not only providing us with the training and job placement, but also helping our family members to enjoy a quality of life and to enjoy dignified living conditions through economic stability."

Environmental Career Worker Training Program (ECWTP) has a long history of changing people's lives and adding to our long list of graduates!

Research/Training reported under this ECWTP program was supported by the National Institute of Environmental Health Sciences of the National Institutes of Health under Award Number U45ES032171-01. The content is solely the responsibility of the authors and does not necessarily represent the official views of the National Institutes of Health.



[Blurred text block]

I'm going to email you my w2 when I make 65,000 or more next year (that's with overtime) but I will make it happen and I know that's not a heck of a lot of money to some but it's enough to live comfortably and have a few toys.

Vincent Wade (A-C-T environmental tech/ emergency responder)

P.S. hahaha that feels good to say and I like the Tyvek suits in the new portfolio I had one on for about 3 hours yesterday braking a line on an acid tank! Well I watched and helped some.

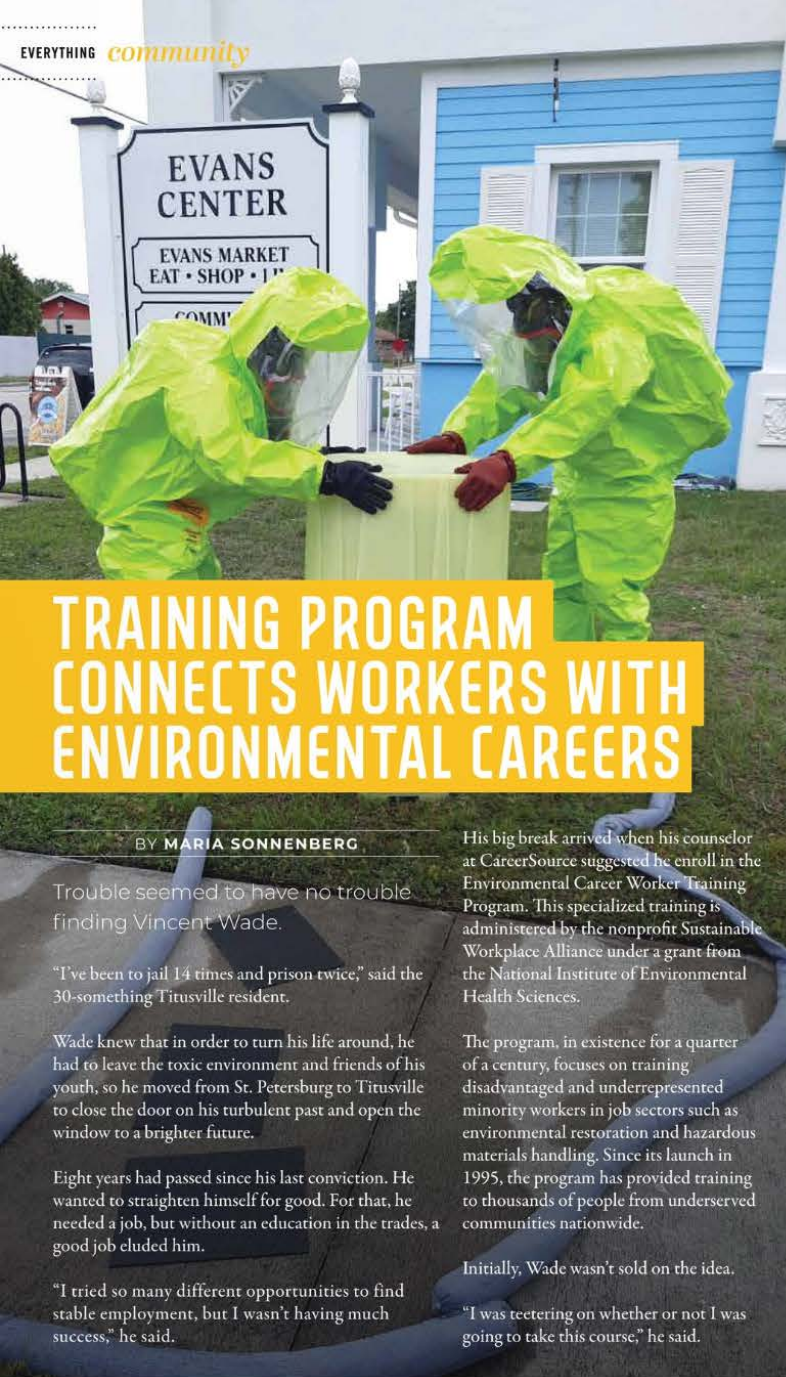
Sent from my iPhone



EXIT

Wifi: 3v4N5eFL
CC - Carrying Capacity
RC - Rated Capacity
RLC - Rated Load Center
I - Increased Load Capacity





TRAINING PROGRAM CONNECTS WORKERS WITH ENVIRONMENTAL CAREERS

BY MARIA SONNENBERG

Trouble seemed to have no trouble finding Vincent Wade.

"I've been to jail 14 times and prison twice," said the 30-something Titusville resident.

Wade knew that in order to turn his life around, he had to leave the toxic environment and friends of his youth, so he moved from St. Petersburg to Titusville to close the door on his turbulent past and open the window to a brighter future.

Eight years had passed since his last conviction. He wanted to straighten himself for good. For that, he needed a job, but without an education in the trades, a good job eluded him.

"I tried so many different opportunities to find stable employment, but I wasn't having much success," he said.

His big break arrived when his counselor at CareerSource suggested he enroll in the Environmental Career Worker Training Program. This specialized training is administered by the nonprofit Sustainable Workplace Alliance under a grant from the National Institute of Environmental Health Sciences.

The program, in existence for a quarter of a century, focuses on training disadvantaged and underrepresented minority workers in job sectors such as environmental restoration and hazardous materials handling. Since its launch in 1995, the program has provided training to thousands of people from underserved communities nationwide.

Initially, Wade wasn't sold on the idea.

"I was teetering on whether or not I was going to take this course," he said.

Photos courtesy of Sustainable Workplace Alliance

Good thing he did.

"Within a week of completing the cohort, I was hired at a great company with great benefits and pay," he said.

Lake Wales-based Sustainable Workplace Alliance, or SWA, has teamed up with Melbourne grassroots community development organization Neighbor Up to offer cohorts of classes at Neighbor Up's Evans Center, which straddles northeast Palm Bay and southeast Melbourne. The Center is part community market, part Brevard Health Alliance clinic and part community room for health and wellness programs.

"Since economic stability is among the top social determinants of health, we place priority on workforce development, too," said Lynn Brockwell-Carey, executive director of Neighbor Up.

The SWA cohorts are a welcomed addition to Evans Center programming.

"The SWA cohorts at Evans Center in 2021 changed students' life trajectories," Brockwell-Carey said.

"Students engage in an intensive program focused on critical skills and certifications needed to work in environmental fields. SWA goes beyond training, as they also introduce students to employers. The rate of job placement is impressive, with decent wages and opportunities for upward mobility."



The program does not baby students as it prepares them for new careers.

"It's a rigorous training where students have lots of hands-on experiences to fully understand the subjects being taught," said Sarah McKee, SWA's outreach and financial director.

"They have to be ready and willing to go to work fulltime after the training ends."

Students meet Mondays through Fridays from 8 a.m. to 4:30 p.m. for three and a half weeks. Beyond job skills training, students are also guided in developing resume and interview skills that will help them stand out from the crowd. Upon graduation, job placement assistance helps students secure permanent positions.

Students who successfully complete the course receive multiple nationally recognized certifications, as well as additional skill-focused training.

Each graduate receives 138 hours of technical training, plus five certifications, including an OSHA card in construction, an OSHA disaster site responder card and a certified lead, asbestos and mold remediation card.

"The goal of the program is to place graduates in the environmental field," McKee said.

"These can be environmental sampling, environmental cleanup, emergency response to environmental spills, working for water treatment plants or labs, and work in mold remediation and in lead-

based paint sampling."

Students also receive training on subjects such as powered forklifts, first aid, CPR and bloodborne pathogens.

McKee admits these are not the easiest of jobs, since the work may entail being out in the heat and dirt and the hours may be long. For the right person, however, they can mean a new future.

"We look for individuals that are healthy enough, willing and capable to do these jobs," she added.

SWA chose Brevard for the county's thriving job market.

"As we conducted our initial outreach, we saw lots of job potential for our future graduates," said McKee, who added that positive response from Career Source Brevard as well as incubator Groundswell sealed the deal.

"The success of the program keeps us coming

back," McKee said.

After three cohorts in 2021, SWA can claim an impressive 72% placement rate for graduating students. Placement success relies heavily on partnerships with local employers.

"We are always looking for new employers to partner with to continue making this program a success," McKee said.

With funding through 2025, SWA plans to conduct two cohorts a year in Brevard.

SWA's initiative to connect with prospective

students takes staff on door-to-door canvassing and to barbershops, laundromats and other local businesses to distribute flyers describing the benefits of the program and the fact that tuition is paid by federal grants.

"We connect with local job placement agencies, we connect with county departments that assist individuals to get back on their feet, we really try and get the word out and talk to anyone we can," McKee said.

However, SWA's greatest marketing asset may well be the graduates themselves.

"They have seen what this opportunity has done for them and they are excited to tell others about it," McKee said.

Wade heartily agrees.

"If they can help me, they can help anybody," he said. ■

LEARN MORE

Individuals interested in enrolling in the program and businesses eager to hire ready-to-work graduates can contact Kim Kelly at 863-438-1467.

Sustainable Workplace Alliance also provides OSHA-related training to companies at no costs on a variety of topics.

Visit sustainablewp.org.

How YOU can help

1. Challenge to find qualified students
2. Identifying hiring employers
3. Media coverage
4. Sponsorships (LNL)

How WE can help

1. We can provide qualified graduates as employees
2. We can provide no-cost EH&S training to your organization



NO-COST OSHA TRAINING

Your tuition for these classes is paid for by a federal training grant

CHOOSE FROM THE FOLLOWING AVAILABLE COURSES:

- HAZCOM
- Respiratory Protection
- Personal Protective Equipment
- OSHA 10 Hour Construction
- OSHA 15 Hour Disaster Site Worker
- HAZMAT Labeling & Shipping
- CERT HAZMAT Awareness
- Powered Industrial Trucks
- Aerial Lifts
- Fall Protection
- Opioid Awareness
- Operation Level Response to HAZMAT Events
- Permit Required Confined Spaces
- HAZWOPER 40 Hour - Site Worker
- HAZWOPER 8 Hour Refresher
- First Aid / CPR and BBP
- Mental Health & Well-being During COVID
- COVID Return to Work Strategies
- HAZMAT Tanker Rollover Response
- Anhydrous Ammonia & Chlorine Leak
- First Receiver PPE and Decontamination

Our menu of class options has increased!
In 2021 - 2023 you can choose from any of the classes noted above.
These classes can be delivered exclusively for your organization at no-cost. Your tuition is paid for by a federal training grant.

To schedule any of these NO-COST safety training courses for your organization, call (863) 676-4100 or email: sarah@sustainablewp.org

SWA
SUSTAINABLE WORKPLACE ALLIANCE

Thank You!

**David Casavant – Executive Director
The Sustainable Workplace Alliance**

david@sustainablewp.org **www.sustainablewp.org**

