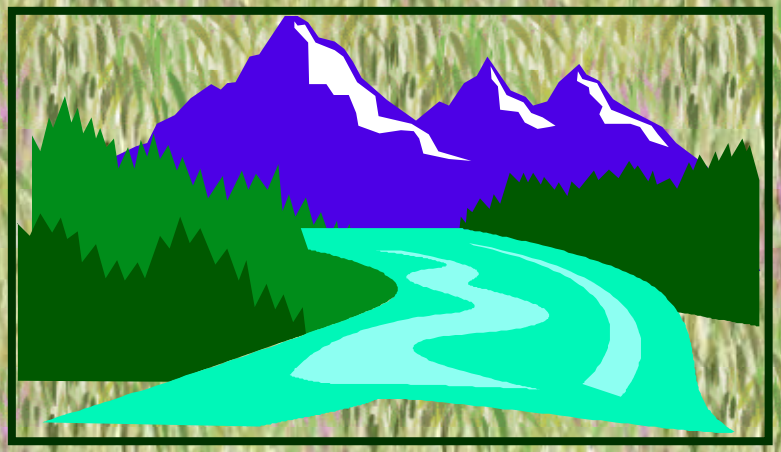


EPA -Minority Worker Training Program

Concurrent Session:

Program Officials Meeting

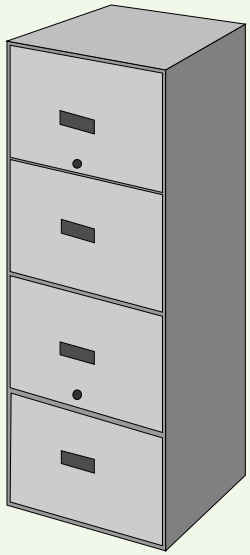
by Sharon D. Beard

April 19, 1999

Estes Park, Colorado

MWTP Topics for Discussion

- **From Recruitment to Placement, A Psycho-Social Approach**
- **The Role of Alumni in the Ongoing Program**
- **Merging Environmental Justice Principles and Employment Realities**
- **Importance of Feedback From Good Evaluation Methodology**
- **After 5 Years of MWTP, What Next?**



MWTP Topics for Discussion

- **How to better track Superfund site work and market our programs**
- **to the contractors and/or environmental firms?**
- **The Role of the Community and its Organizations on and in the MWTP**
- **The need to develop and implement a data case-management participant tracking system.**

MWTP Topics for Discussion

- **Evaluations of Programs: How do you incorporate lessons learned to improve your program?**
- **Where are you now in meeting the goals and objectives or your original application?**
- **Expanding on Lessons Learned is always a good one as it promotes new ideas**
- **How are programs incorporating other sources of funding into their existing programs.**

TOPICS FOR TODAY

- **Evaluations of Programs: How do you incorporate lessons learned to improve your program?**
- **Merging Environmental Justice Principles and Employment Tracking and Realities**
- **Where are you now in meeting the goals and objectives or your original application AND What's next?**

Evaluations: Utilizing Lessons Learned

- Overall Trends in Program….
  - Must have a strong and rigorous recruitment strategy as well as incentives and disincentives
    - Recruit only students who are capable of completing the training
    - Provide incentives for completing segments of the training
    - Disallow incentives such as stipend if students do not complete a phrase of training
    - Have CBO's involved from being performing recruitment aspects and mentoring throughout the program
    - Group dynamics are important to improve the retention rate of participants

Evaluations: Utilizing Lessons Learned

- **Overall Trends in Program….**
  - **Measures of Success**
  - **Partnerships are Essential**
  - **Transportation and Other Support Services are Imperative**
  - **Community Involvement and Acceptance of Program**

Environmental Justice Concerns

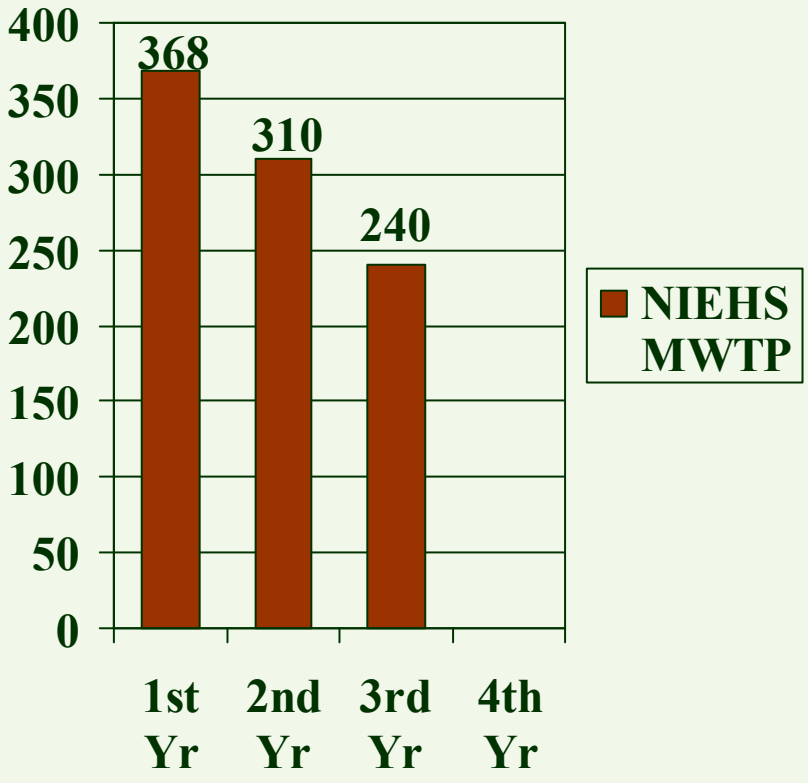
- **Overall Trends in Program**
  - **Environmental Education as a Basic Component**
  - **Incorporation of Environmental Justice Principles into Training**
  - **Addressing Work Trends and Empowerment of Workers to include Workers Rights**

Employment: Tracking and Realities

- **Overall Trends in Program...**
  - **Rigorous Tracking and Case Management System Needed**
  - **Use of Graduates of the Program, i.e. Employment Linkage and Mentoring**
  - **Upfront Communication and Hiring Commitments from Local Labor Halls, Contractors, and other Possible Employers**

Where are we today?

- **Six Programs**
- **Targeting 17 locations**
- **Trained 918 students**
- **Placement Rate of 65%**
- **Strong Training Alliances, such as Labor, CBO's, Environmental Justice Groups, Local and State Agencies and Governments.**



Where are we today?

- **Creation of Sustainable Communities**
  - **Brownfields**
  - **Superfund Jobs Training Initiative**
  - **Empowerment Zone Involvement**
  - **Other Job Training Program Collaboration**

MWTP Resources

- http://www.niehs.nih.gov/wetp/home.htm
  - NIEHS Worker Training Homepage
- http://www.niehs.nih.gov/wetp/mwtp.htm
  - NIEHS Minority Worker Training Page
- http://204.177.120.20/index.htm
  - NIEHS National Clearinghouse for Worker Safety and Health Training
- http://www.niehs.nih.gov/wetp/bfield.htm
  - NIEHS Brownfields Minority Worker Training Page

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