



## CLEAN WATER CERTIFICATE (CWC) TRAINING PROGRAM FOR WORKFORCE DEVELOPMENT

Stormwater & Green Infrastructure workforce development

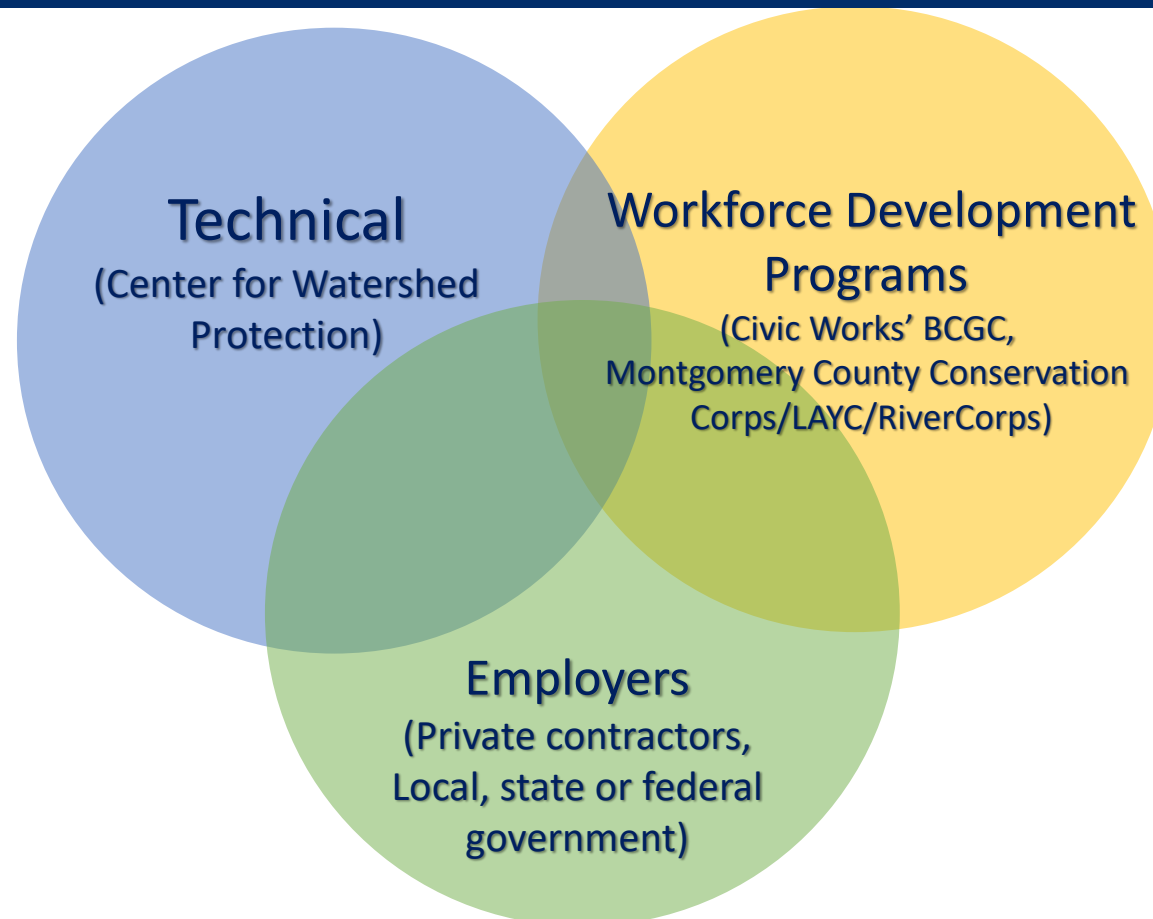
September 11, 2019

Shepherdstown, WV at The National Conservation Training Center

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Keith Campbell Foundation, Prince Charitable Trusts and France-Merrick Foundation*



# PROGRAM DESIGN





## PURPOSE

- Provide the stormwater industry access to an “on the job ready” workforce
- Expand the skilled stormwater industry workforce to help meet the demand for stormwater installation and maintenance
- Increase the opportunities for individuals in low-income communities, under- or unemployed individuals to secure a living wage job leading to financial stability



## TARGET AUDIENCE & PRE-REQUISITES

### Target Audience

- Under- and unemployed adults in the 18–24 years of age demographic seeking to re-enter or enter the workforce.
- Existing workforce, new to the stormwater industry, or with a desire to move into the stormwater industry employment sector.

### Pre-Requisites:

- Participants enrolled or participating in a workforce development program, or currently employed and recommended for program by employer
- Demonstrated ability to physically perform the work through pre-screening or through existing employer



# CURRICULUM

## CLASSROOM



## HANDS-ON ACTIVITIES



## FIELD-BASED



- 35-hrs

- 100% Attendance

- Pass Competency Assessments





## PROGRAM CONTENT

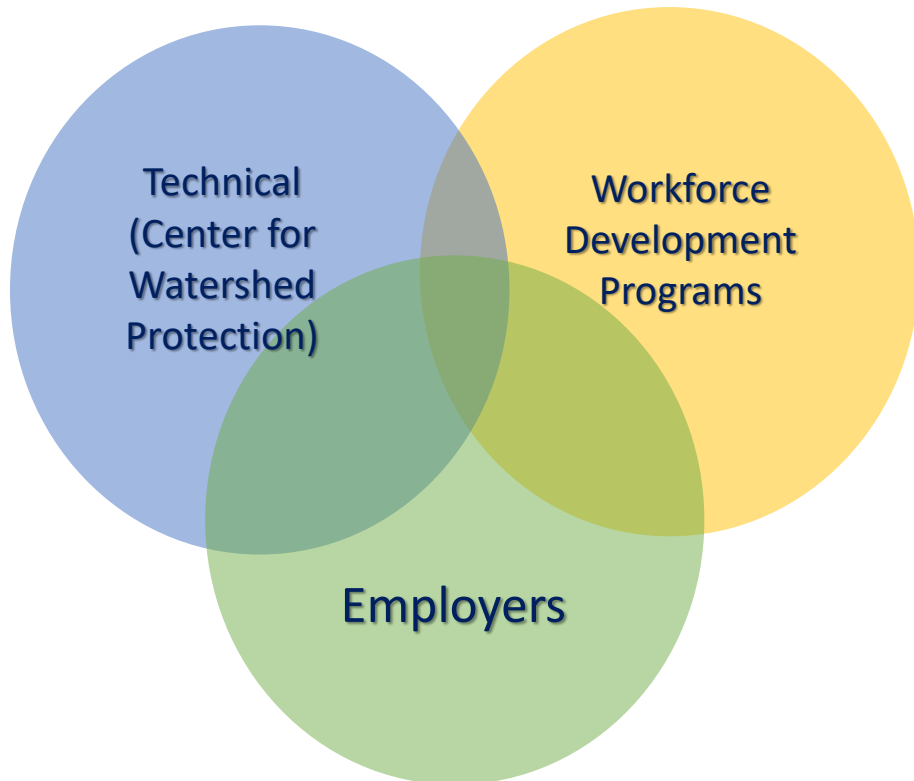
- 5 Modules
  - Introduction to Stormwater Management
  - Stormwater Best Management Practices (BMPs) Types and Functions
  - Components and Materials
  - Construction and Equipment
  - Maintenance
- Each cohort 8-10 participants for high Instructor-Trainee ratio
- Classroom, hands-on and field-based training



## PROGRAM OUTCOMES / METRICS

- Pilot 2017
- 2018 Full Program implementation
- Total Certificates Issued: 33
  - Workforce development: 27
  - Exsiting/Incumbant workforce: 6
- Total Job Placement WFD: 75%

## CIVIC WORKS' CENTER FOR SUSTAINABLE CAREERS (CSC)



- CSC offers 4 Technical Training Programs
  - Solar Installation
  - Energy Retrofit
  - Brownfields
  - Stormwater Management



## CSC PROGRAM STRUCTURE

- Classroom and hands-on training (6 – 8 weeks)
  - Covers job readiness, OSHA construction safety, and industry-specific technical skills
- On-the-job training (3 to 12 weeks)
  - Builds experience working on real industry projects in a supportive environment
- Wraparound case management services (enrollment and post-placement)
  - Covers the areas of transportation, financial, housing, health, legal, benefits, etc)
- Direct job placement
- Retention support (2 years post-placement)

## PRE-REQUISITES

- Enrollment criteria
  - Drive, motivation, and commitment to the career field
- Requirements to earn certificate/certification
  - Written and hands-on competency assessments
  - Punctuality and attendance
  - Participation and communication
- Ongoing requirements to maintain certifications
  - Some industry credentials require regular refreshers and/or exams

## CSC OUTCOMES/METRICS

### 2018 Outcomes

- Enrollment: 117
- Completion: 86%
- Placement: 94%

### 2015 – 2018 Retention

- Retention at 6 months: 73%
- Retention at Year 1: 83%
- Retention at Year 2: 92%

### Wages

- Wages at Placement: \$15.57
- Wages at 6 months: \$16.06
- Wages at Year 1: \$16.56
- Wages at Year 2: \$17.58



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