



CENTER FOR
**WATERSHED
PROTECTION**

**CWP's Training Initiatives –
from workforce
development to watershed
professional training**

Lea Spencer, Watershed &
Stormwater Training Manager



About CWP

National non-profit founded in 1992

Mission to advance clean water resources and healthy ecosystems through responsible land and water management

Programs include research, training, membership and consulting services

22 staff, headquartered in MD with offices in VA, PA, NY, SC, and MI

www.cwp.org

PART 1: WORKFORCE NEEDS

Quick Stats:

Jobs in the GSI Industry

\$5.6 Billion in 2020

US Stormwater Management Market Value

5-20 JOBS

For every \$1 million invested

30 TYPES OF JOBS

Including a high demand for hands-on jobs that require less than a bachelor's degree



Source: Jobs for the Future, 2017; The Corps Network, 2011; Baltimore Metropolitan Council, 2016

PART 2: CLEAN WATER CERTIFICATE

The CWC aims to:



INCREASE OPPORTUNITY

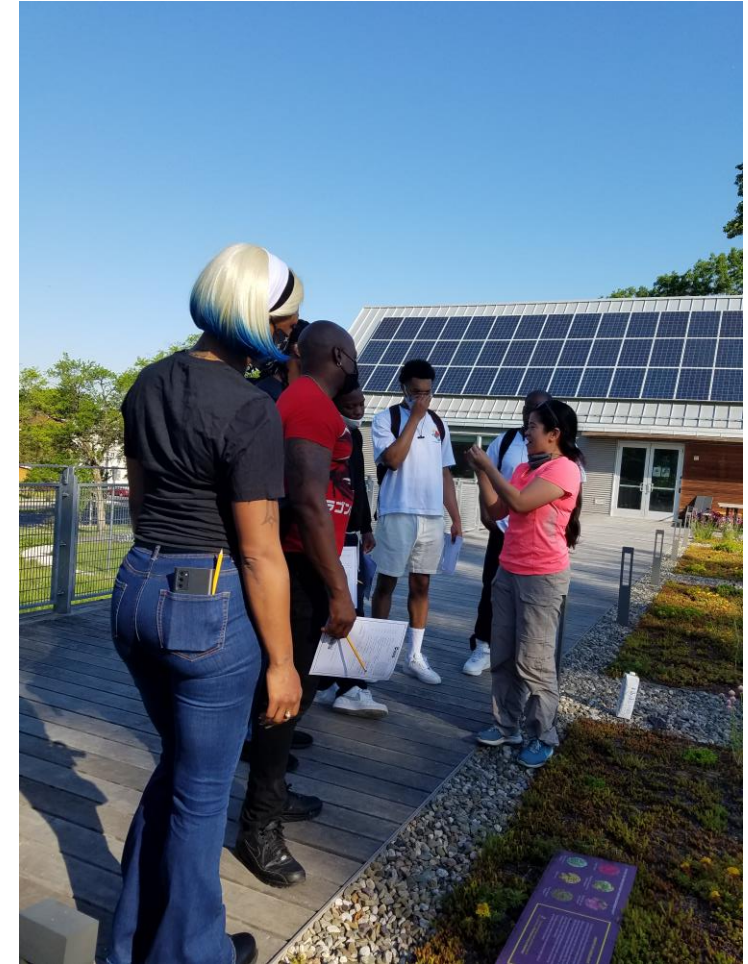
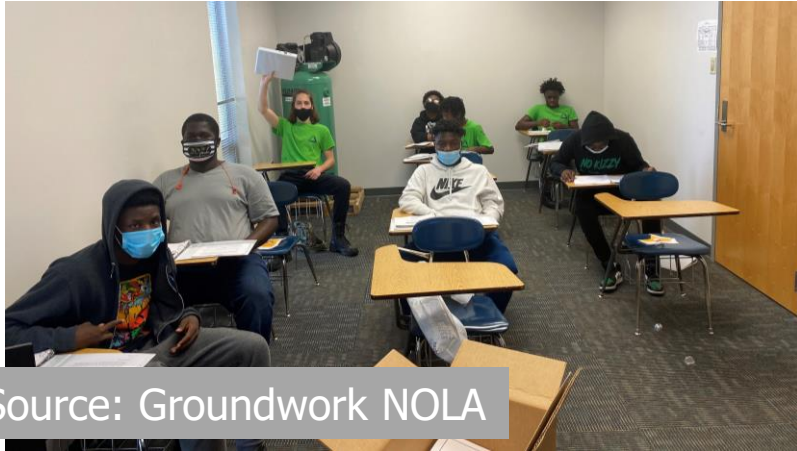
for individuals in low-income communities, under or unemployed individuals to secure a living wage job



EXPAND SKILLED STORMWATER INDUSTRY WORKFORCE

to help meet demand and provide employers access to “on the job ready” workforce

35-hr. Entry-Level Training on Green Infrastructure Construction & Inspection – Designed with expert input



Opportunities for Job Growth



SITE FOREPERSON

Foreperson performs an essential role in maintaining project quality and works closely with highly skilled operations personnel. (\$17-40/hr)



EQUIPMENT OPERATOR

Equipment Operators work to support, or directly implement environmental construction projects with teams. This is a year-round position. (\$16-25/hr)

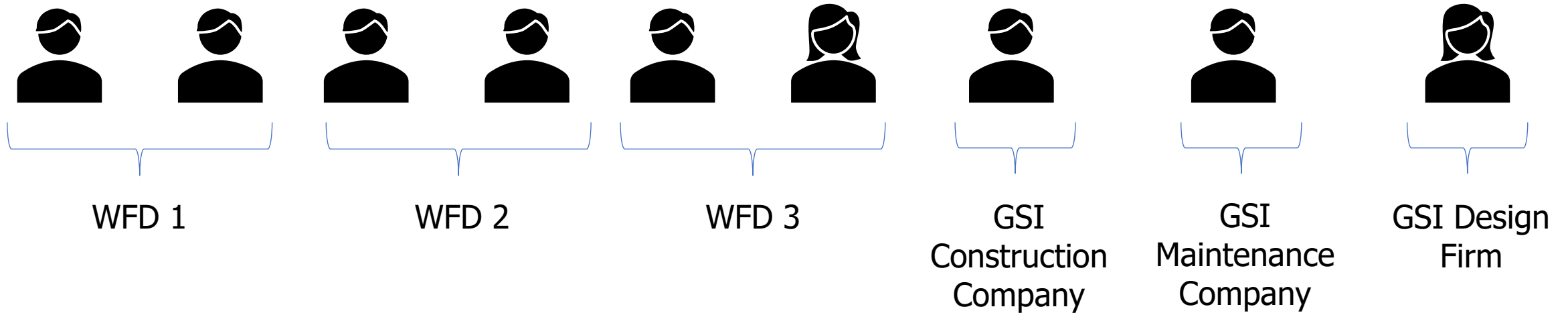


GENERAL LABORER

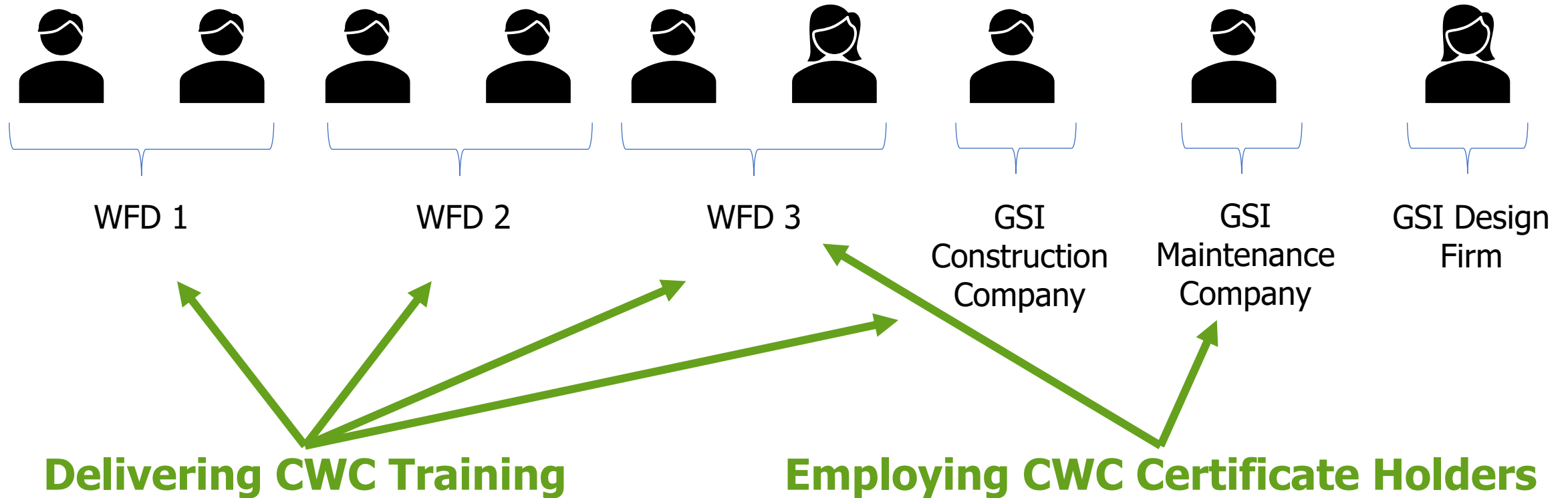
General Laborer works as a vital team member performing work on a wide variety of projects. The position garners hands on experience in the field and can serve as a steppingstone to other roles. (\$14-20/hr)

**A SUCCESS STORY:
NEW ORLEANS, LOUISIANA**

February 2021: Pilot Instructor Preparation Program



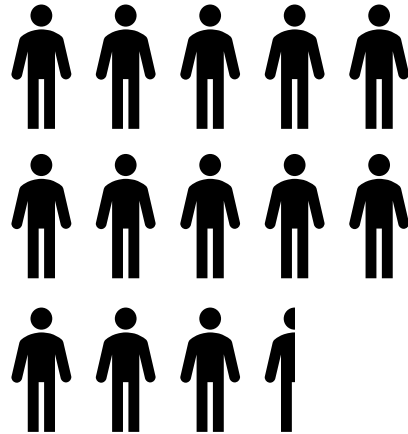
February 2021: Pilot Instructor Preparation Program



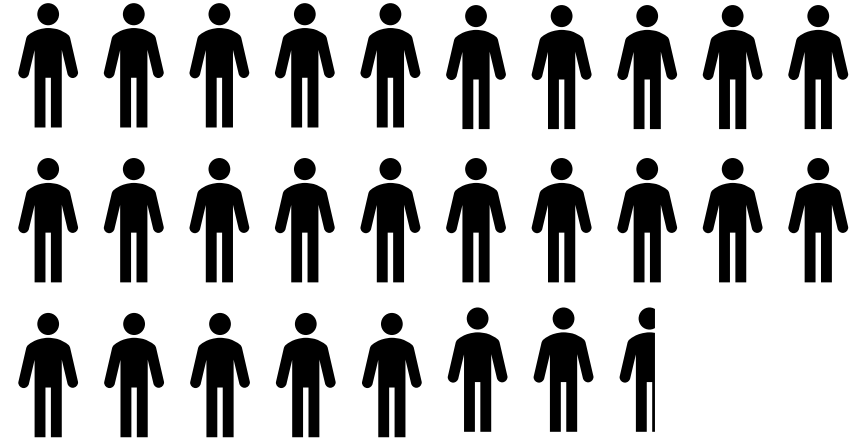
Since the CWC was brought to NOLA



2020



2021



2022



= 5 individuals trained

New Orleans Grows Knowledgeable Local Workforce



"...by offering CWC we can more confidently plan and implement ecologically sound restoration and revitalization projects."
- CWC Trainer, New Orleans

This project will mitigate thousands of gallons of stormwater under the N. Claiborne Avenue Overpass Corner of N. Claiborne and St. Bernard Avenue.

Local Employers Recognize the Value of the CWC

"The participants quickly put their CWC training to work completing the project on budget and on schedule. We have now hired nine of the crew members as Green Infrastructure Professionals for our team."
- Employer, New Orleans



PART 3:
**ADVANCE THE STATE OF
WATERSHED PLANNING THROUGH
IMPROVED TRAINING**

Project Goals

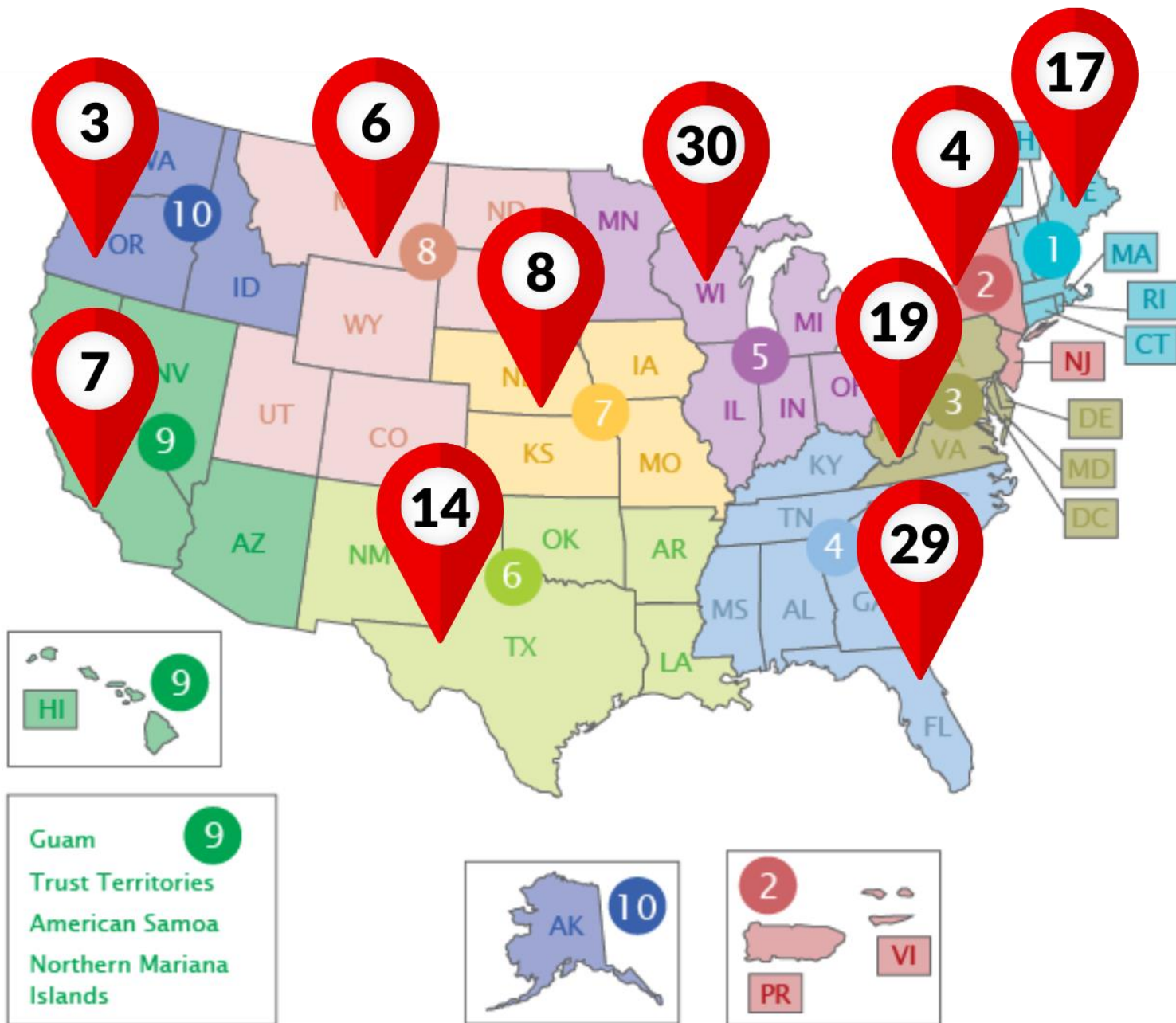
- Summarize the current state of watershed training in the U.S.
- Evaluate the existing curricula and technical resources for watershed planning
- Make recommendations for a nationally-consistent set of training curricula



Expected Outcome:
Advance the state of watershed planning through improved training for watershed professionals

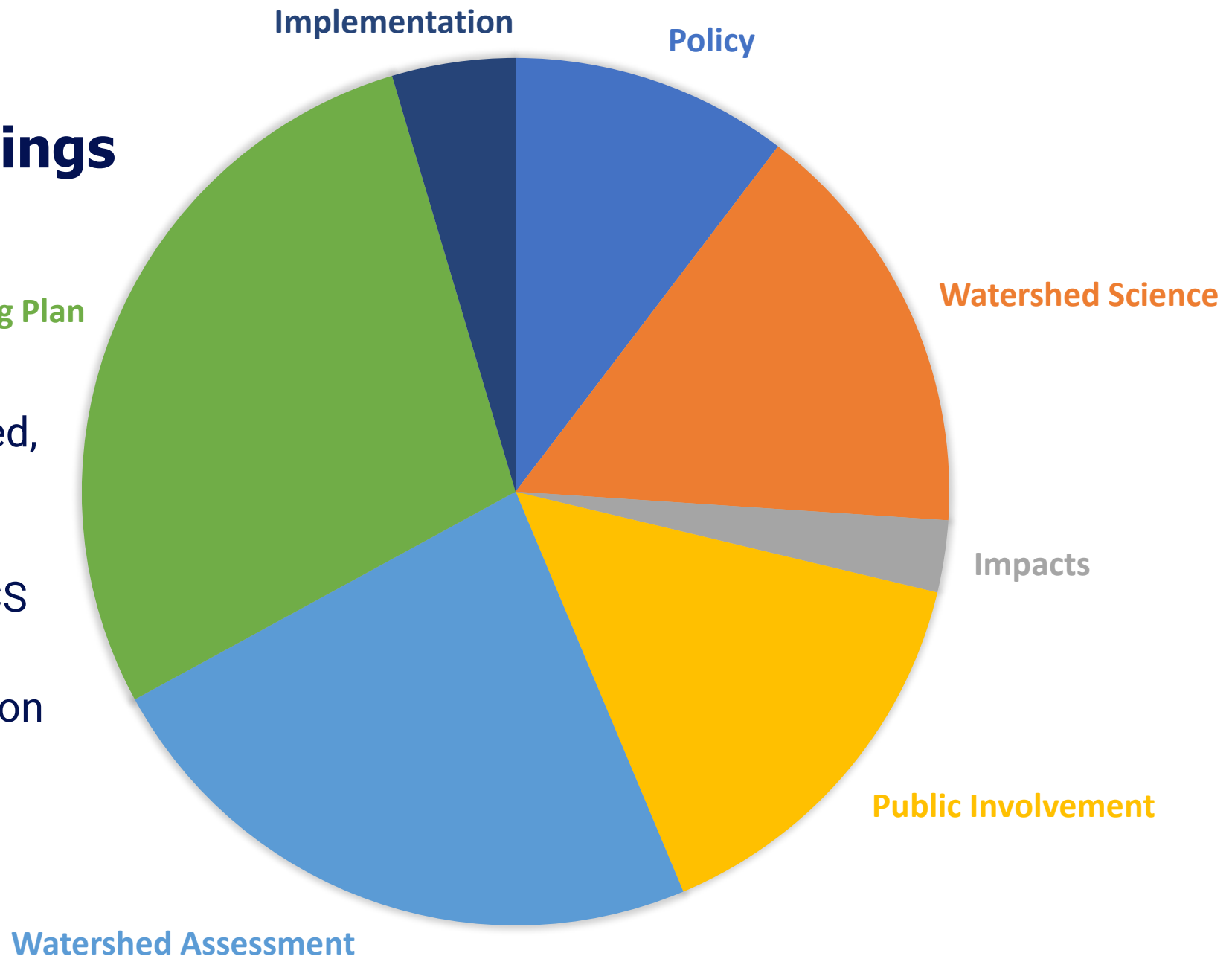
Status of Review

- CWP found more than 200 trainings related to watershed planning
- 66 are National Programs
- Map shows the breakdown of the other trainings by EPA Region



Key Focus of Trainings

Of the 261 trainings reviewed, most are from University extension programs, state NPS programs, or EPA/NRCS and cover a broad range of watershed types and pollution sources.



PART 4: WHERE TO LEARN MORE


To Learn More Visit:

WWW.CWP.ORG/CWC

- Watch Testimonials
- View Our Program Overview

[CONTACT ME: LRS@CWP.ORG](mailto:LRS@CWP.ORG)

- Added to distribution list of our CWC Instructor Newsletter
- Participate on the watershed planning workgroup (Spring 2023)
- Attend the forum on watershed planning training (Jan 2024)



CENTER FOR WATERSHED PROTECTION


VOL. 2 ISSUE 1 · NOV 2022

CWC INSTRUCTORS

Official Newsletter for Instructors of the Center for Watershed Protection's Clean Water Certificate Training Program

Interview with Willie Jones

GROUNDWORK NEW ORLEANS GI PROFESSIONAL, CWC GRADUATE



Q: What was the most memorable part of the Clean Water Certificate training program?
Touching the dirt! I had a phobia (of sorts) about touching dirt, which I had to overcome to do green infrastructure work. Using my bare hands in dirt during the CWC soils lab was new to me.

Q: What is your current job?
I currently work on green infrastructure projects with [Groundworks New Orleans](#), like building bioretention beds and permeable sidewalks. The project I am most proud of is the first project I worked on, on Claiborn Ave. It's an area where people were dumping trash, but we made it into a park. The green infrastructure also helps mitigate flooding issues the space was experiencing. The space is still being developed to include more GI and to make it a nice space for the community.

I also work for the [Footprint Project](#) assembling mobile solar generators, by attaching solar panels to trailers, for community-based disaster relief. The mobile solar generators help residents without power, to preserve food, store medicine that needs to be kept cold, and charge cell phones to contact loved ones. Most of the time, it's a temporary fix, but it helps communities get back on their feet and begin to rebuild.

Q: Where do you see yourself growing professionally?
I am currently pursuing a Master's Degree in Environmental Engineering from the University of New Orleans. I am interested in wastewater management, specifically how to manage wastewater during natural disasters. My dream job would be with the U.S. EPA making this place better than how I found it. Long-term I'd be interested in solving issues overseas, like with the United Nations, "heck yeah, I'd definitely do that."

This issue:

- Interview with Willie Jones
Groundwork New Orleans GI Professional, CWC Graduate
PAGE 01
- Spotlight: Groundwork Ohio River Valley
PAGE 02
- CWC Updates
PAGE 03
- Funding Opportunities & Resources
PAGE 04

CWC INSTRUCTORS PAGE 01



THANK YOU

Lea Spencer

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Chesapeake Bay Landscape Professional Certification: Growing A Network of Trained Professionals to Meet the Needs of Bay Region Stakeholders

Beth Ginter
Executive Director
Chesapeake Conservation Landscaping Council



Chesapeake Bay Landscape Professional Certification (CBLP)



- Established in 2016 to build a network of sustainable landscaping specialists
- Trained professionals = ideal partners for local stormwater programs
- Attractive, well-maintained, functional BMPs help advance the cause
- Consumers don't know where to find qualified professional help
- Duplicative and inconsistent trainings across jurisdictions



...our guiding principles



- Work with nature to benefit humans and the environment and function efficiently
- Use locally native plants that are appropriate for site conditions
- Remove and manage invasive plants
- Provide habitat for wildlife
- Promote healthy air quality and minimize air pollution
- Conserve and CLEAN WATER
- Promote healthy soils
- Manage to conserve energy, reduce waste and use of pesticides and fertilizers



CBLP: Building a Network of Skilled Professionals Across the Watershed

Designed to address challenges, meet the demands of Bay region stakeholders, and engage and empower the landscaping community



CHESAPEAKE BAY
Landscape Professional



Certified Pros for Projects

The Chesapeake Bay Landscape Professional (CBLP) certification program that provides training for professionals who practice sustainable landscaping in the Bay region.

Need a
Landscape Pro
Trained in
Sustainable Practice?

CBLP CERTIFIED PROS NEAR YOU

Eastern Shore, Southern Maryland, Annapolis

The Chesapeake Bay Landscape Professional (CBLP) certification is a new program that provides training for professionals who practice sustainable landscaping in the Bay region. Level 1 CBLPs have skills and training to be trusted partners for environmental stewardship and green infrastructure projects. Level 2 CBLPs have advanced training and work experience in the design (CBLP-D) and/or installation (CBLP-I) of residential or small commercial size sustainable landscaping and green infrastructure practices.



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Search online for certified CBLP pros in your area who have the expertise you need to design, install, and maintain sustainable practices like rain gardens, bioswales, permeable pavers, cisterns, and native plantings. Implementing these and other practices on your property can improve the health of the Chesapeake Bay.

FIND THE CBLP DIRECTORY AT:
cblpro.org/directory/



CBLP Program Expansion

Collaborations and support for partners

- Workforce/entry-level programs
- Topic-specific certificate courses and advanced training workshops complement professional certification



CBLP Partner Collaboration Goals

- **Provide high quality consistent training**
 - **Expand the workforce of trained landscape professionals** who have the skills necessary to ensure that grant-funded projects are properly designed, installed, and maintained
 - **Create a network of collaborators** to support the work of NGOs and governments
 - **Ensure that government staff have the knowledge and skills they need to maintain best management practices (BMPs)** on public lands
 - **Prevent costly and unsightly green infrastructure (GI) failures**
- Help state and local government **meet their water quality and habitat restoration goals**



Building Career Development Pathways

Ensuring Equity

Creating Connections

Partnerships with community organizations and governments focus on green jobs

Training for incarcerated and returning citizens

Spanish language programming

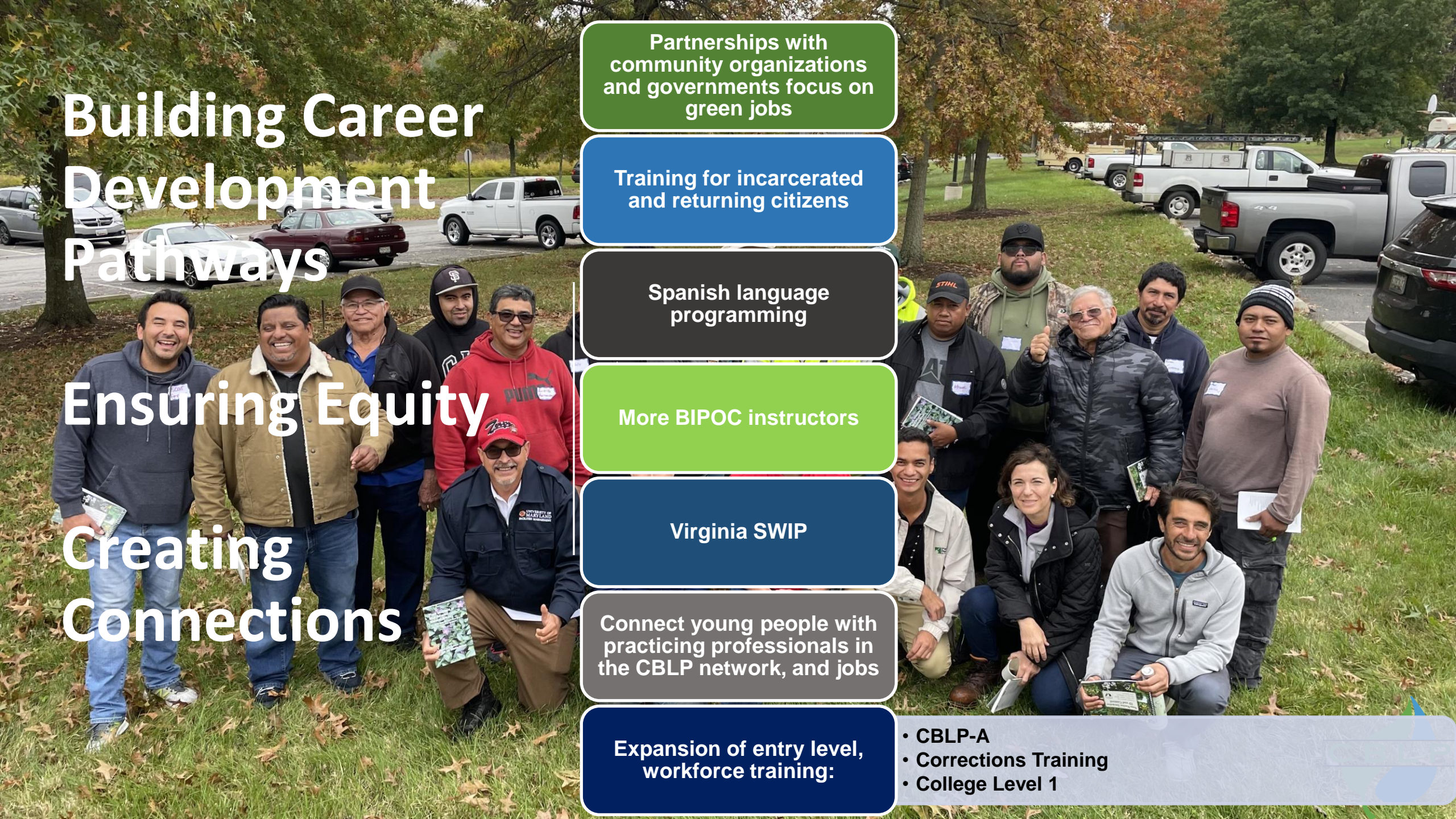
More BIPOC instructors

Virginia SWIP

Connect young people with practicing professionals in the CBLP network, and jobs

Expansion of entry level, workforce training:

- CBLP-A
- Corrections Training
- College Level 1



CBLP-A (Associate) – Entry-Level Collaboration with Workforce Development Programs, Youth Conservation Training, Schools, and Camps

- Generate interest in **green infrastructure & sustainable landscaping** careers
- Provide high quality, consistent training on sustainable practices to **entry-level** workers
- Develop **appropriate** materials and programming to complement the work of existing programs
- Allow partners to **adapt the program** to their needs
- Create **mentoring** opportunities to connect CBLP-A candidates with certified pros
- Cultivate career and training pathways for CBLP-A candidates





- Work on CBT GIT grant with PA DCNR, PA DOC, and the Alliance for the Chesapeake Bay to refine Correctional Conservation Collaborative training curriculum
- James River Association, Virginia DOC (State Farm), Virginia Cooperative Extension, Hirschman Water & Environment, CBLP, VDOF, Conservation Services.
- 18 women participated; 13 received CBLP-Buffers certificate
- State Farm Task Force was awarded the Chesapeake Bay Watershed Implementation Plan Collaboration Excellence Award

PA & VA Department of Corrections Training – Pathways to Jobs



“CBLP 101” Colleges

Workforce Development / Entry-Level Training



- Piloted with CCBC Sustainable Horticulture program, Fall 2018
- Level 1 taught in a semester class
- CBLP-certified instructors
- Participants sit for L1 exam
- Seeking new college partners



Thaddeus
Stevens | College of
Technology



Topic-Specific Intensive Training

- BMP Maintenance, CBLP-Crews (2020)
- Riparian Buffers, CBLP-Buffers (2020-21)
- Living Shorelines, CBLP-Shorelines (2022-23)
- Green Roof Maintenance (2022-24)





**Now Available in
Spanish**



- **One Day Training & Certificate for BMP Maintenance Crews**
- **PowerPoint-free Outdoor Training**
- **Affordable/Group Discounts**
- **Hands-on and Targeted Skills**
- **Team Building**
- **Public or Private Options**

A graphic for the CBLP Buffers Certificate Course. It features a large blue water drop shape on the left containing the text 'CBLP BUFFERS' in white, with 'Certificate Course' below it. The background is a mix of green and blue geometric shapes and a blurred image of green leaves.

**CBLP
BUFFERS**
Certificate
Course

A comprehensive series on planning, implementing, and managing riparian buffers. Includes webinars, in-person field workshops, and video.



Goals:

- **Define the standard of practice for landscape professionals working on riparian buffers**
- **Generate interest among landscape pros in doing buffer work**
- **Help connect landscape pros with NGOs, local/state government partners and landowners**



Focus on Low Energy Living Shoreline Projects, Virginia Group 1 & 2 General Permits

Include Field Experiences, Case Histories, Credentials, CEUs



Green Roof Maintenance Training

This project was supported through the Community Stormwater Solutions Grant Program with funding provided by the District of Columbia Department of Energy and Environment and the Chesapeake Bay Trust

Green roofs are an important tool in reducing the negative impacts of stormwater on our local streams and rivers and the Chesapeake Bay. In the Washington, DC region, local governments require green roofs on some new construction, and several municipal programs encourage the implementation of green roofs. However, many roofs are not well-managed once installed. This course seeks to empower local contractors with the skills needed to provide maintenance services for green roofs.

Thursday | July 28, 2022 | 9:30 am - 3:30 pm
Washington, DC

You will receive a certificate of completion at the end of this course. There is no charge for this course, but you must register to attend. Register at <https://www.cblpro.org/product/green-roof-maintenance-training/>



Accommodations available for Spanish speaking participants. Habrá acomodaciones especiales para participantes de habla hispana.



CBLPs are having an impact!

Five years of Hands-on Projects (2016-2021)

Practice Designed, Installed &/or Managed

Conservation Landscapes, Urban Tree Planting, Buffers (sq ft)

Green Infrastructure Practices, e.g. rain gardens, permeable pavement (sq ft)

Rainwater Harvesting (cu ft)

Living Shorelines (linear ft)

Stream Restoration (linear ft)

Area Managed (acres)

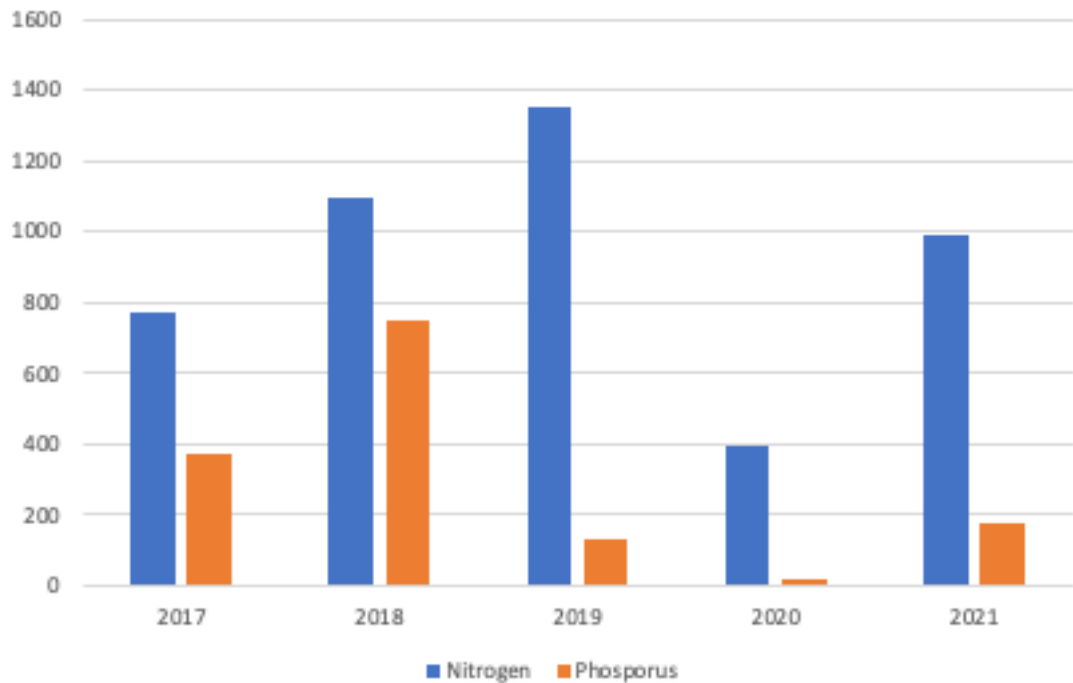
	2017	2018	2019	2020	2021
Conservation Landscapes, Urban Tree Planting, Buffers (sq ft)	1.1 million	373,547	5.2 million	751,846	958,320
Green Infrastructure Practices, e.g. rain gardens, permeable pavement (sq ft)	52,839	26,618	52,840	44,061	28,000
Rainwater Harvesting (cu ft)	100,000		24,010	250	
Living Shorelines (linear ft)	1,965	5,745	1,550	75	2,658
Stream Restoration (linear ft)	3,050		1,710		2,010
Area Managed (acres)	94	17	3.6	97	44

Conservation Landscaping/Buffer Project by Elizabeth Fogel, CBLP

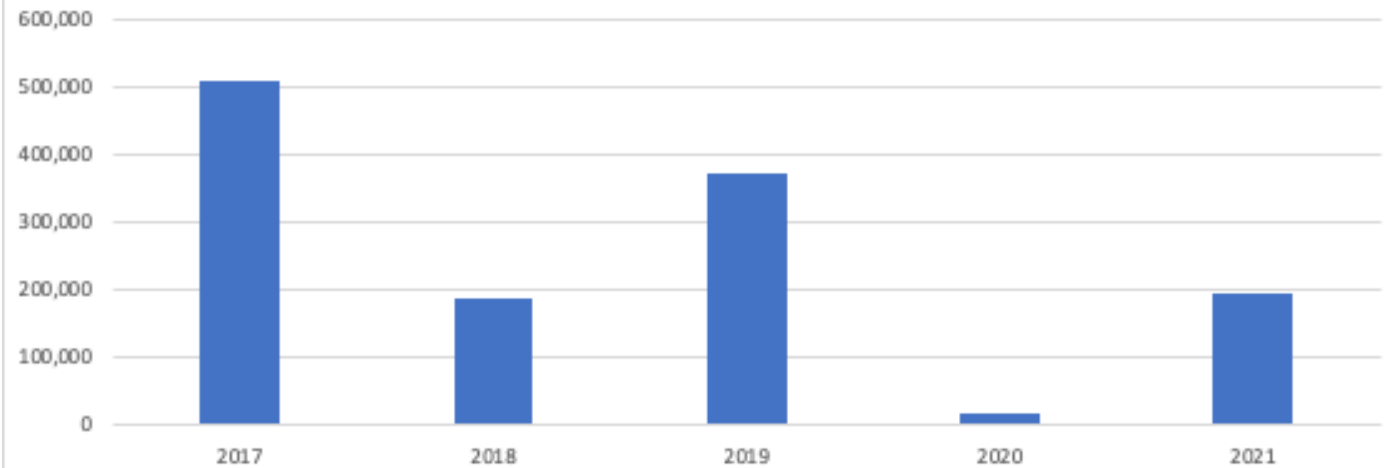


Meeting Water Quality Goals

Nutrient Reductions from CBLP Projects
(lbs/annually)



Sediment Reductions from CBLP Projects
(lbs/annually)



CBLP “Secret Sauce”

What We Teach

- Collaborative practice
- Critical thinking
- Unique regulations & ecology of Bay region
- Adaptive management
- How to find answers

How We Teach

- Network & community
- Active learning environment
- Intentionally broad audience
- Self-funding model
 - Affordable investment for most
 - Scholarships, incentives, discounts for others
- Active promotion of certified pros
 - Govt entities, employers and NGOs asked to require or prefer CBLP-certified pros

CBLP Lessons Learned

- Landscape pros and *others* working on conservation practices and green infrastructure are hungry for this training, and,
- CBLP framework lends itself to rich interactions in the classroom and field
- This is reflected by collaboration and networking in practice
- Pre-launch outreach has paid off – instructors, partners, hosts, advisors, funders feel ownership
- Expansion v scaling up?





THANK YOU

Beth Ginter
beth@cblpro.org

Join Us in 2023!

CBLP Level 1

Choose in person or hybrid online + in person field day July-September

Level 2 – Richmond, VA Nov. 9-11

CBLP-Buffers – September/October

CBLP-Shorelines – Summer 2023

CBLP-Crews – April – October

CBLP-A – Upon request

cblpro.org



MORGAN

STATE UNIVERSITY

CLARENCE M. MITCHELL, JR. SCHOOL OF ENGINEERING



Next Gen Stormwater Training @ Morgan State University

James G. Hunter, Ph.D.

Associate Professor and Graduate Program Director

Department of Civil Engineering

Morgan State University's Mission and Status in the State of Maryland

- **Historically Black University (HBCU)**
- **Officially designated as Maryland's *preeminent public urban research university***
 - **Mission** to address the needs and challenges of the modern urban environment through intense community-level study and pioneering solutions.
- **Provide access to a diverse cross-section of the population including a representative number of at-risk students.**
- **Carry out applied research related to the state's difficult urban, coastal, and environmental problems**



Morgan State University

- HBCU
- Founded in 1867
- Located in NE Baltimore
- Designated as Maryland's Preeminent Public Urban University
- 9,101 Students

MSU's PEARL



PATUXENT ENVIRONMENTAL & AQUATIC RESEARCH LABORATORY

Stormwater Related Programs @ Morgan State

Existing Programs

- B.S./ M. Eng / D. Eng – Civil Engineering
- M.S. Landscape Architecture
- Sustainable Urban Communities Certificate Program
- Ph.D. Bioenvironmental Science

• New Programs

- **Ph.D./M.S. in Sustainable & Resilient Infrastructure Engineering (SRIE)**
- **B.S. Sustainable Urban Environmental Engineering (SUEE)**
- Climate Science Division under the School of Computer, Mathematical and Natural Sciences

Where Our Graduates Go...

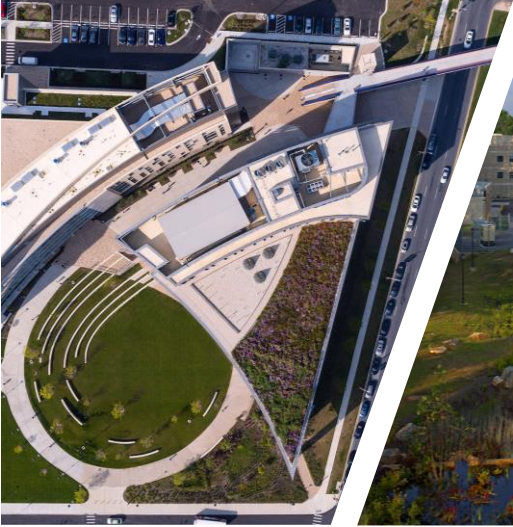


**US Army Corps
of Engineers®**



Maryland
Department of
the Environment

Opportunities for Student Learning, Training, and Research



Green Stormwater Infrastructure @ Morgan State University

New Buildings =
Growing Number of GI Assets



Center for the Built Environment and Infrastructure Studies (CBEIS)

- 126,000 SF, USGBC Gold LEED certified shared facility
- Home to the School of Engineering's Civil Engineering, Transportation Studies, and National Transportation Center and the School of Architecture and Planning.
- Houses 18 CE undergraduate, graduate, and faculty research labs, including:
 - Seismic Simulator
 - Two Environmental Labs
 - GIS Lab
- CBEIS serves as a living laboratory for sustainability design and engineering with:
 - Green roof; bioretention areas; pervious paving; rainwater harvesting; solar water heating; rooftop photovoltaic panels; LED lighting systems



CBEIS is ranked #15 on the list of the 50 Most Impressive Environmentally Friendly University Buildings in the world in 2014.



CBEIS Stormwater BMPs



Green Roof



Pervious Pavers



Grey Water Filtration



Bioretention



Rain Harvesting

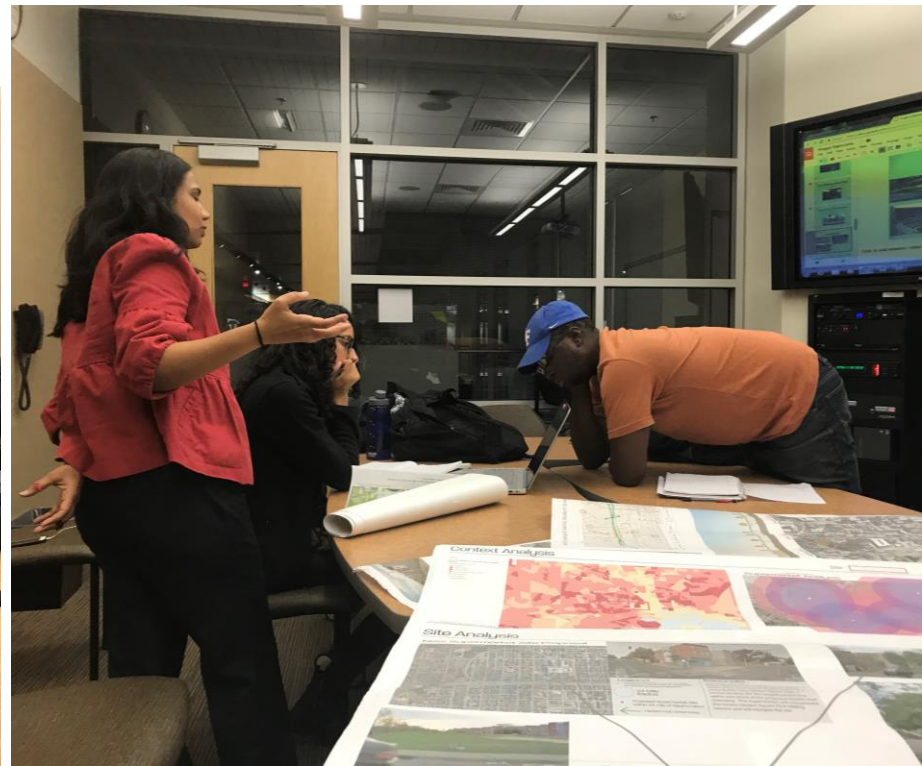


Bioswale

2014 BUBBA GRAND PRIZE WINNER – First Place Combination of BMP's in a Series

.....

CBEIS has helped facilitate student learning and interest in GI & stormwater management



Stormwater Challenges @ MSU

Morgan State, as a small, non-traditional MS4, is responsible for:

- Any stormwater discharge that passes through its storm drain system.
- MSU must comply with its MS4 permit requirements and annual reporting to Maryland Department of the Environment
- MSU must demonstrate a plan to treat and restore areas of its campus based on its impervious surface coverage.
- Constraints – Budget and Staff
- Limited coordination of existing data and resources dedicated to stormwater management



Opportunity to support the University's first annual report submission to MDE



Patuxent Environmental & Aquatic Research Laboratory (PEARL)

PEARL is located near the Patuxent River (part of Chesapeake Bay watershed) in St. Leonard, Maryland. Research conducted at the is designed to increase the understanding of coastal ecosystems. Much of the work is focused on the Chesapeake Bay and its tributaries, such as the Patuxent River.

- A 22,000 square foot laboratory and office building
- Fleet of research vessels and private dock w/ access to the Patuxent River
- Outdoor and indoor facilities with flow-through ambient water
- Oyster hatchery operation
- Teaching laboratory, conference room and library
- Range of research laboratories, including isotope, constant temperature and image analysis labs





... James Hunter

Student Engagement with Community, Local Agencies & Professional Stakeholders

Capstone Design, Service Learning, & Research



Tom Schueler of CSN addressing MSU Engineering Graduate Students

EPA Selected Morgan State for a funded Technical Assistance Pilot

- To host Campus RainWorks Charrette
- Provided MSU with a Campus GI Report



How can the stormwater community help prepare the next gen of professionals?

- Know that students are passionate about impacting their communities and stormwater as a resource.
- Engage with students through class projects, field work, laboratory, and modeling.
- Students need mentors
- Professional Development opportunities
 - Internships
 - Shadowing
 - Lectures / Seminars
 - Invitations to professional meetings
 - Certifications
 - Practice using web-based modeling and data tools
- **START EARLY...** with Freshmen, Sophomore, or earlier

Thank you



Contact:

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CHESAPEAKE CAPACITY BUILDERS

Jenny McGarvey

PROJECT BACKGROUND

- Collaboration between the Alliance and the Choose Clean Water Coalition
 - Funded by National Fish and Wildlife Foundation
 - Advisory support by Chesapeake Bay Trust



NFWF

PROJECT PHASES

- **Phase I**

- Two year project that included:
 - Development of NGO survey
 - Roundtable focus group discussions
 - Development of funders survey
 - Data analysis and final assessment of capacity building needs and existing resources

- **Phase II**

- Two year project that will include:
 - Define our vision and approach for how the collective will function and serve the NGO community.
 - Build a shared vision between Capacity Builders and beneficiaries
 - Develop and pilot a fully-realized concept for the collective.

DEFINING CAPACITY

- The ability of the organization to fulfill its mission
- Specifically, does an organization have access to these pieces to deliver its work most effectively:
 - Tools
 - Technical expertise
 - Systems
 - Resources
 - Relationships

TOP OF MIND CAPACITY NEEDS

Lack of Time to Plan, Innovate

Steady, Reliable
Funding Streams

Back Office/
Grants Management

Program/
Project Design

Grants Treadmill

Finding Technical Assistance

Career Pipeline

Pay Scale

Training/ Support

Staff Turnover

Grant funding limits flexibility

Forming Productive
Collaborative Relationships

Evaluating Opportunities

Building a DEIJ Culture
Internally

Stretched Thin

Help with

Paying for Overhead

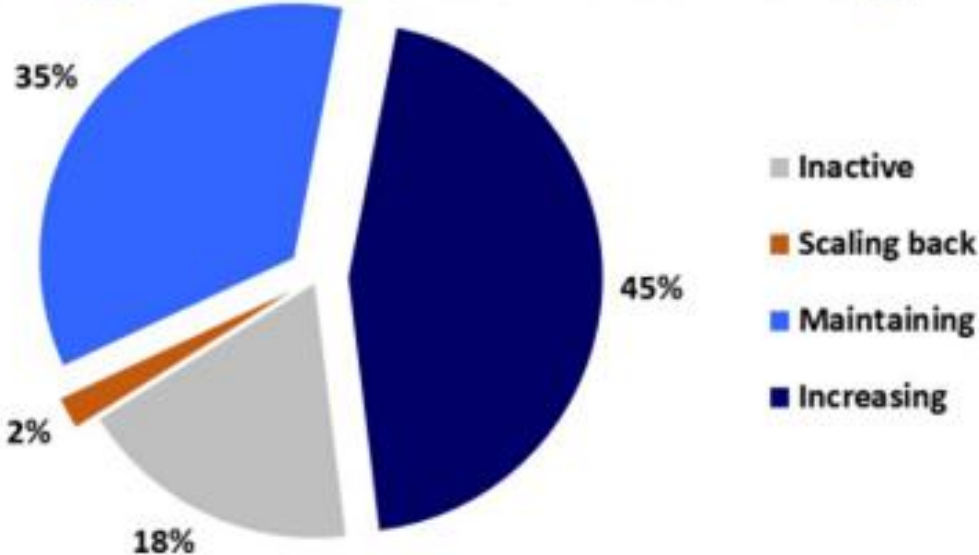
Outreach/Education/Communication

OVERVIEW OF SURVEY RESULTS

- **Objective**
 - Research, analyze, and develop a capacity building framework
- **Goal**
 - Identify capacity gaps
 - Increase the capacity of NGOs
- **Results**
 - Staff Turnover: Difficulty Recruiting and Retaining
 - Access to Funding
 - Building Collaborations and Partnerships
 - More Training & Support
 - Constituent Engagement & Advocacy
- **Where Do We Go from Here**
 - Organizational Development
 - Professional Development and Support
 - Better, More Flexible Access to Funding
 - Replicating the Most Successful Collaborative Models

OVERVIEW OF SURVEY RESULTS -STORMWATER

Organization's Approach to Stormwater Management



Which of these best describes your organization's approach to stormwater management?

After reviewing and answering the detailed questions throughout this section of the survey, 28% of the respondents from organizations that are engaged with stormwater management said their organization's capacity in this area is high, 41% said they have medium capacity, and 31% said their capacity for stormwater management is low.

CAPACITY BUILDERS



Photo by Chesapeake Bay Program

CAPACITY BUILDERS CAPACITY NEEDS (PART I)

- **Need 1: Increased Marketing to Promote Capacity Builder Services**

- “Operator” - someone who can direct people to the right capacity builder and resources that already exist “Operator”

- **Need 2: Build Capacity in Equitable Community Engagement**

- Few recognized capacity building organizations who specialize in equitable community engagement at a regional scale
- Building equitable capacity and centering community engagement

CAPACITY BUILDERS CAPACITY NEEDS (PART II)

- **Need 3: More Direct Access to Funding to Address Capacity Needs of Small-Sized Organizations and Community Groups**
 - The administrative process of applying and receiving funds can be slow and disjointed, and often the responsibility of the organization in need to apply
- **Need 4: Increased Collaboration and Community-Building Among Capacity Builders**
 - Desire for community-building underlies many capacity needs
 - Peer-to-peer spaces for capacity builders is as essential

WORKING VISION STATEMENT



- **A collective that unites “capacity builders” – groups throughout the Chesapeake Bay watershed that provide useful tools and technical expertise to help nonprofit organizations and community groups achieve their goals. Serving these capacity builders, this collective will:**
 - Provide a forum for collaboration and shared learnings
 - Deliver strategic trainings to improve critical skill sets
 - Help members identify sources of funding to support their capacity building work

THANK YOU!

Further thoughts, ideas, and questions may be directed to Jenny at jmcgarvey@allianceforthebay.org.

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