



Building Climate Resilience: Transforming Communities through Green Workforce Development



URBAN WATERS
LEARNING NETWORK





We are a peer-to-peer network of people and organizations working to conserve, restore and revitalize America's urban waterways, supporting our members' work through tools, training, mentoring and financial assistance.



***Building Climate Resilience:
Transforming Communities
through Green Workforce
Development***

TODAY'S PRESENTERS



Amelia Rose
Executive Director
Groundwork Rhode Island



Devin Hamilton
Program Director
PowerCorpsPHL



Steve Affat
Senior Program Manager
Green City Force

Groundwork Rhode Island

Building Climate Resilience: Transforming Communities through Green Workforce Development

For the Urban Waters Learning Network

Building Water Equity and Climate Resilient
Communities for ALL Learning Series

Amelia Rose, Executive Director
Groundwork Rhode Island

Groundwork Rhode Island

Groundwork Rhode Island builds healthier, more resilient, and more equitable urban communities in Rhode Island by improving the physical environment and creating economic opportunities for local residents through job training, employment, and social venture programs.

Adult Workforce Development

62 adults and young adults trained in 2023

OSHA 10, HAZWOPER, Lead RRP, CWP Clean Water Certificate, Stormwater, Wastewater, Urban Forestry, Landscaping

GroundCorp has 8 employees

Adult Job Training
Started in 2002 with first
EPA Brownfields Job Training Grant



GroundCorp
Started in 2010

Youth Workforce Development

25 youth in the summer

12 youth in the academic year

Hands-on projects,
stewardship, education, and
enrichment

Green Team



Harvest Cycle Compost

611+ subscribers

11 food scrap drop-off and/or processing sites

Over 221,000 lbs of food scraps diverted in 2023

2 haulers, 2 processing staff

Started in 2018



West End Compost Hub opening in 2024

Groundwork Rhode Island

How we work with our communities

Fee for Service



Grant-Funded



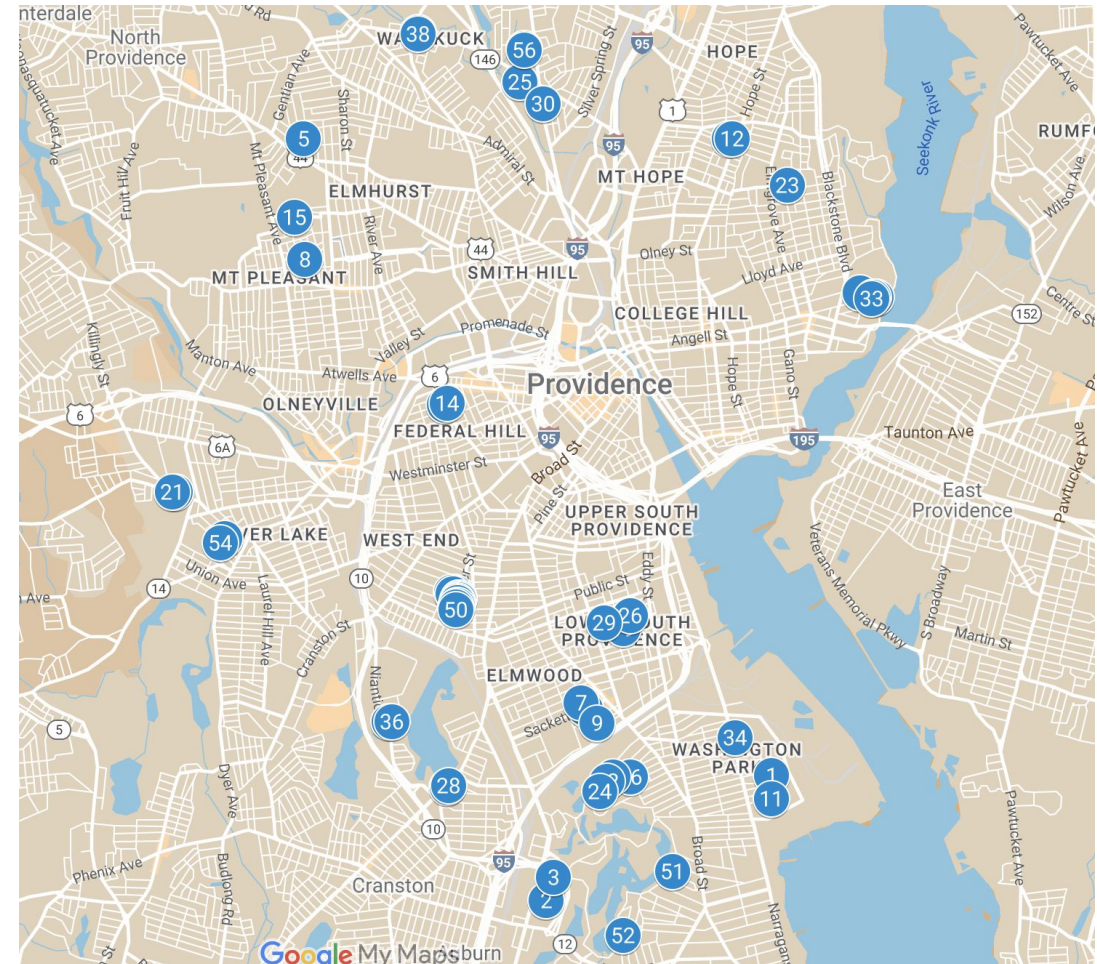
Paid Employment for Local Residents



Green Stormwater Infrastructure

Rain gardens, right-of-way bioswales, downspout diversion, rain boxes

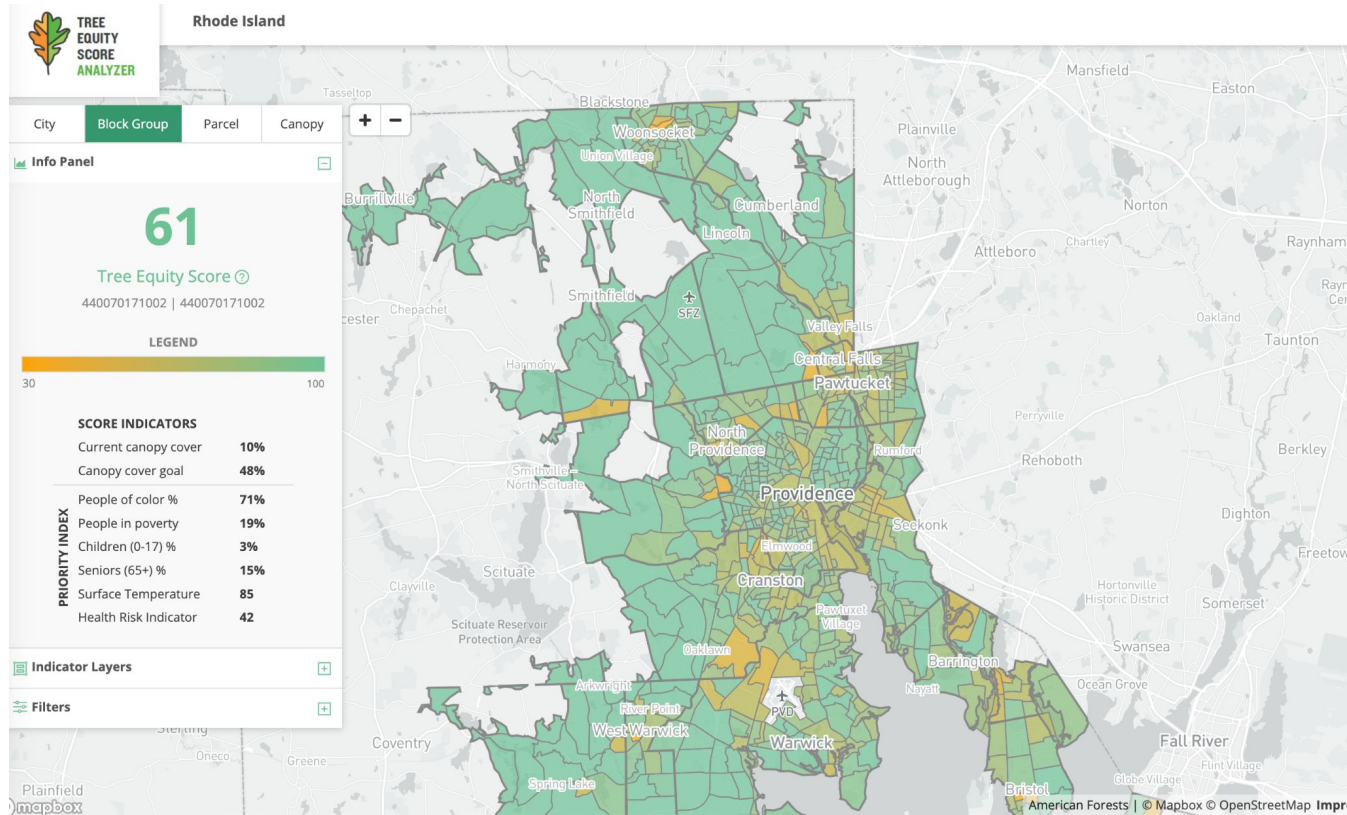
Mostly grant-funded projects but some fee for service to depave backyards



Tree Planting and Stewardship

Outreach, depaving and pit prep, planting, watering, 3 years of stewardship

644 trees planted,
~600 trees watered in 2023

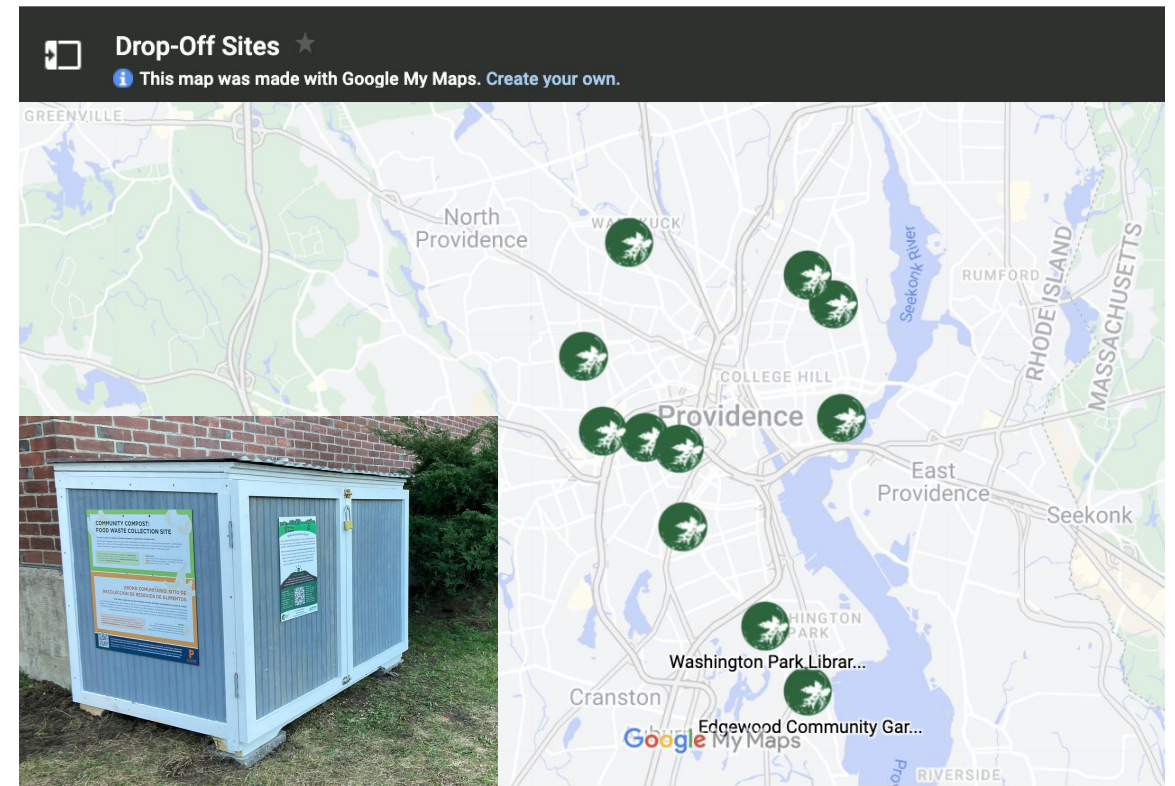


Composting

Decentralized community composting

Food scraps stay in the community
as a resource

Pick-up and Drop-off services
Aggregation points/Processing Sites



GroundCorp - year-round, full-time employment

Engagement, Recruitment, Retention, Development

Harvest Cycle - year-round part-time employment

Canopy Crew - new effort, part-time, seasonal

Green Team - year-round, part-time for youth



Green Reentry and Canopy Crew - Collaboration with Garden Time and PNPP



Chris Barboza
GroundCorp Landscape Team Member



Javon Threats
GroundCorp Landscape Team Member



Ricardo Tillman
GroundCorp Landscape Team Member



Arleen Hernandez
Program Coordinator



Tete Kromah
Harvest Cycle Processing Staff



Stephanie Moniz
Training and Education Coordinator

Thank you!

Amelia Rose

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groundworkri.org



**Advancing Community
Connecting People to Careers**

Devin Hamilton, Program Director

PowerCorpsPHL Overview

PowerCorpsPHL (PCPHL)

- Established 2013, in partnership with City of Philadelphia and AmeriCorps
- Aligned with Philadelphia's Green City Clean Waters Initiative
- Engages out-of-school or out-of-work 18- to 30-year-olds in an immersive, paid 4- to 24-month program that results in connection to living wage jobs in energy, green infrastructure, and community-based careers.
- Runs three programs and one social enterprise in Philadelphia and provides technical assistance to cities nationwide interested in adapting our model to their region. This work has resulted in:
 - the launch of the Environmental Justice Corps in Buffalo, NY in 2021
 - the launch of the Reading Climate Corps in Reading, PA in 2022
 - the launch of PowerCorpsBOS in Boston, MA in 2022

PowerCorps Model



**CROSS SECTOR
COLLABORATION**



**YOUNG ADULT
ENGAGEMENT**



**SERVICE AS A
STRATEGY**



**CAREER
PATHWAY
COORDINATION**



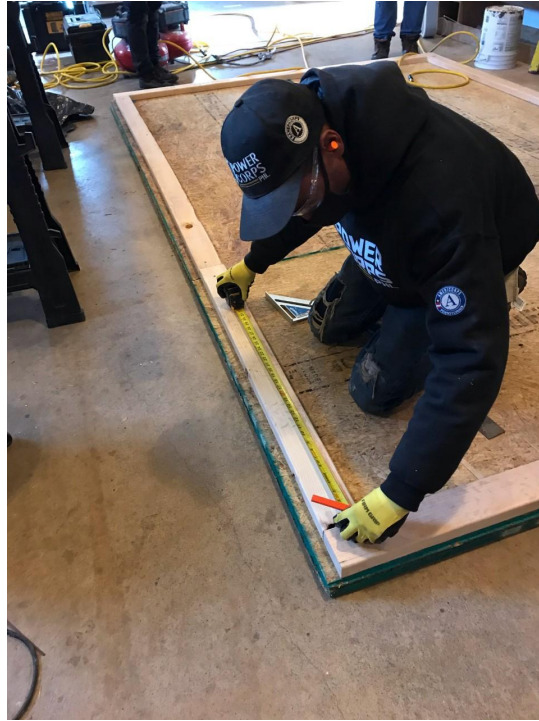
**CAREER CONNECTED
EDUCATION**



PowerCorpsPHL Programs

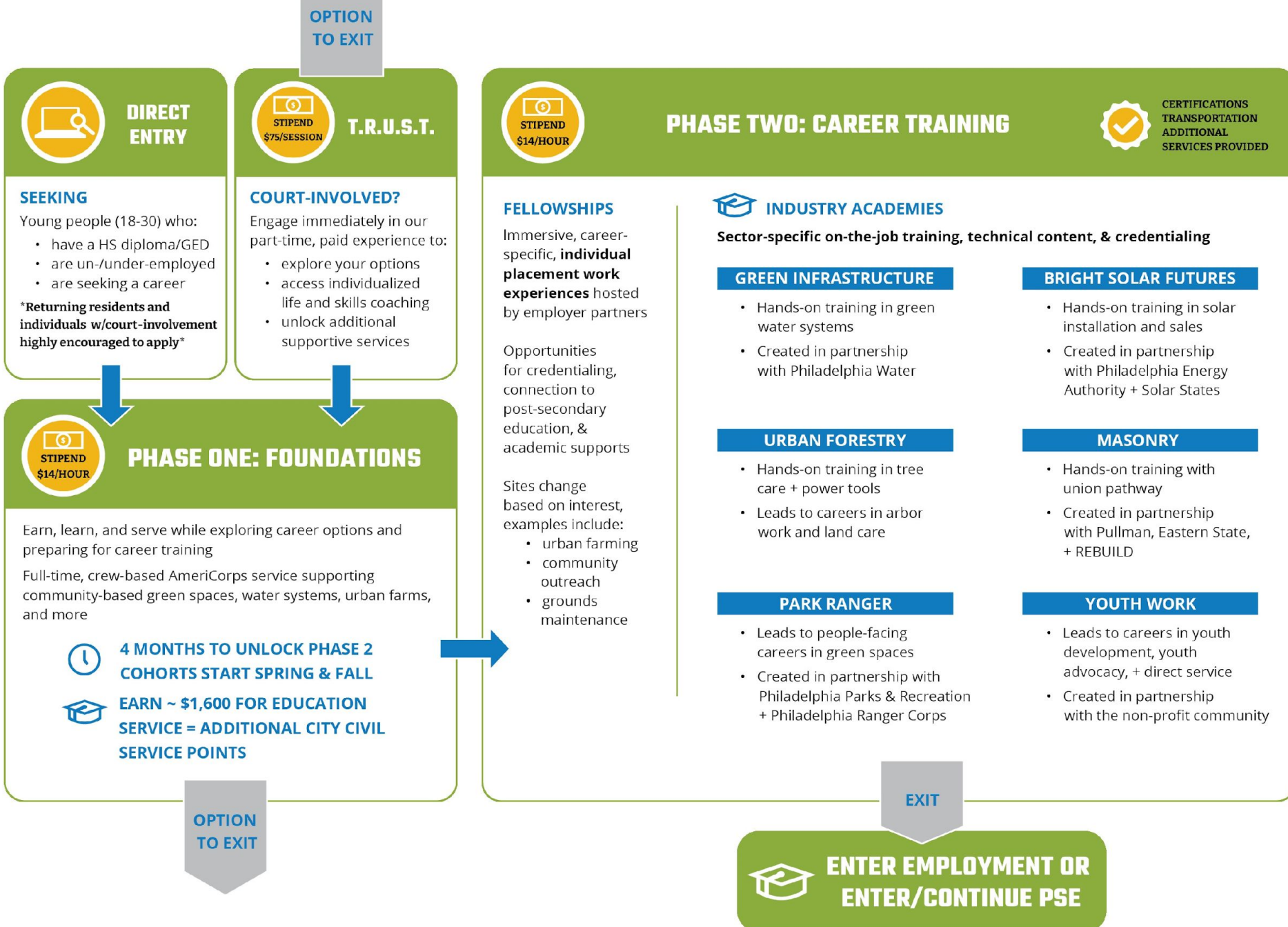
- **TRUST** an urban-farm-based healing initiative for justice-involved young adults and young adults vulnerable to gun violence.
- **Foundations:** an AmeriCorps program engaging unemployed or under-employed young people in crew-based environmental and community-based projects. Foundations offers full-time work experience, professional development, supportive services, and career exploration.
- **Career Training:** industry-specific advanced training tracks in Green Stormwater Infrastructure, Urban Forestry, Solar, Masonry, Park Rangers, and Youth Work.





PowerCorpsPHL members participating in various training activities.





95% Black

4% Latinx

70% Men

50% Court-Involved

40% parents



PHILADELPHIA
WATER
— DEPARTMENT —



GSI Academy Partnerships

Green Stormwater Industry Academy

- Performs GSI maintenance and provides pre-apprenticeship training for skilled trades within water operations.
- Earn OSHA-30, Driver's License and other industry credentials.
- Crews complete 50-98 work orders per month depending on size and workload of individual SMPs (Storm Water Management Practices).
- SMP Types: Stormwater trees, Tree Trenches , Bump-outs , Planter boxes, Smaller Raingardens

Work Includes:

- Surface maintenance – removal of weeds, sediment and other debris that would hinder the operation of the system
- Mulching – Seasonal mulching to suppress weeds, increase infiltration and retain soil moisture for better plant success
- Pruning – of trees with in the SMP's
- Vegetation Cutbacks
- Weeding and Invasive removal

Philadelphia Water- Apprenticeship Program

Graduates of the GSI Academy are eligible to apply PWD's Apprenticeship program. Graduates develop the skills and experience to make them uniquely qualified for positions

Grounds & Facilities Maintenance

- Phase 1 – Pre-Apprenticeship (PCPHL)
- Phase 2 – Community Apprentice
- Phase 3 – Grounds & Facilities Maintenance Worker 1
- Phase 4 – Grounds & Facilities Maintenance Worker 2

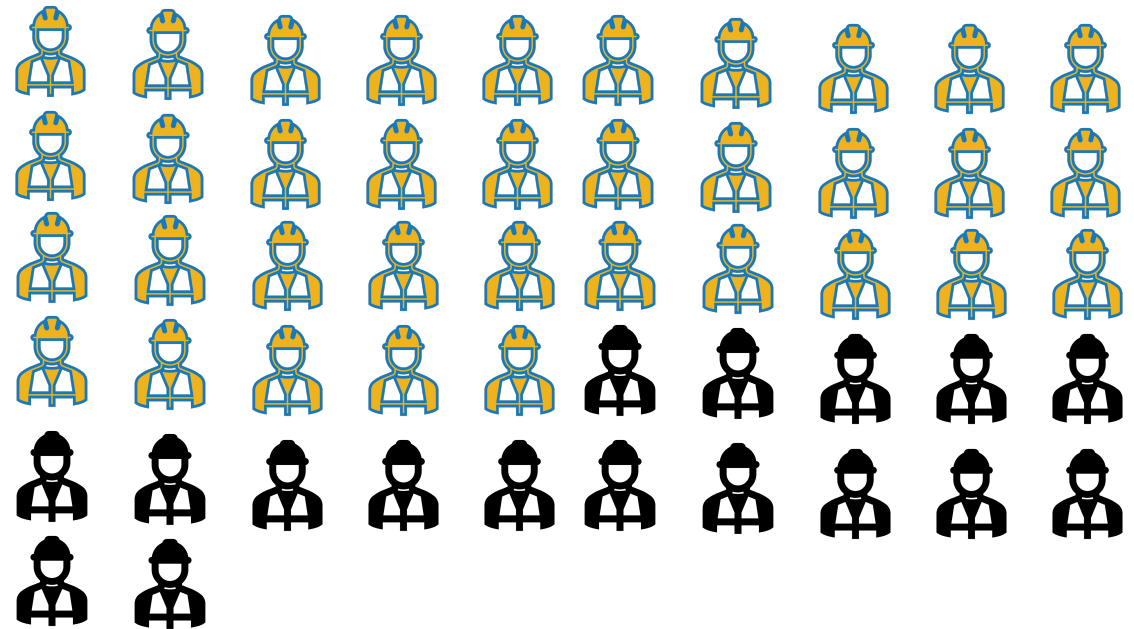
Engineering Aide

- Phase 1 – Pre-Apprenticeship (PCPHL)
- Phase 2 – Community Apprentice
- Phase 3 – Engineering Aide Trainee
- Phase 4 – Engineering Aide 1
- Phase 5 – Engineering Aide 2

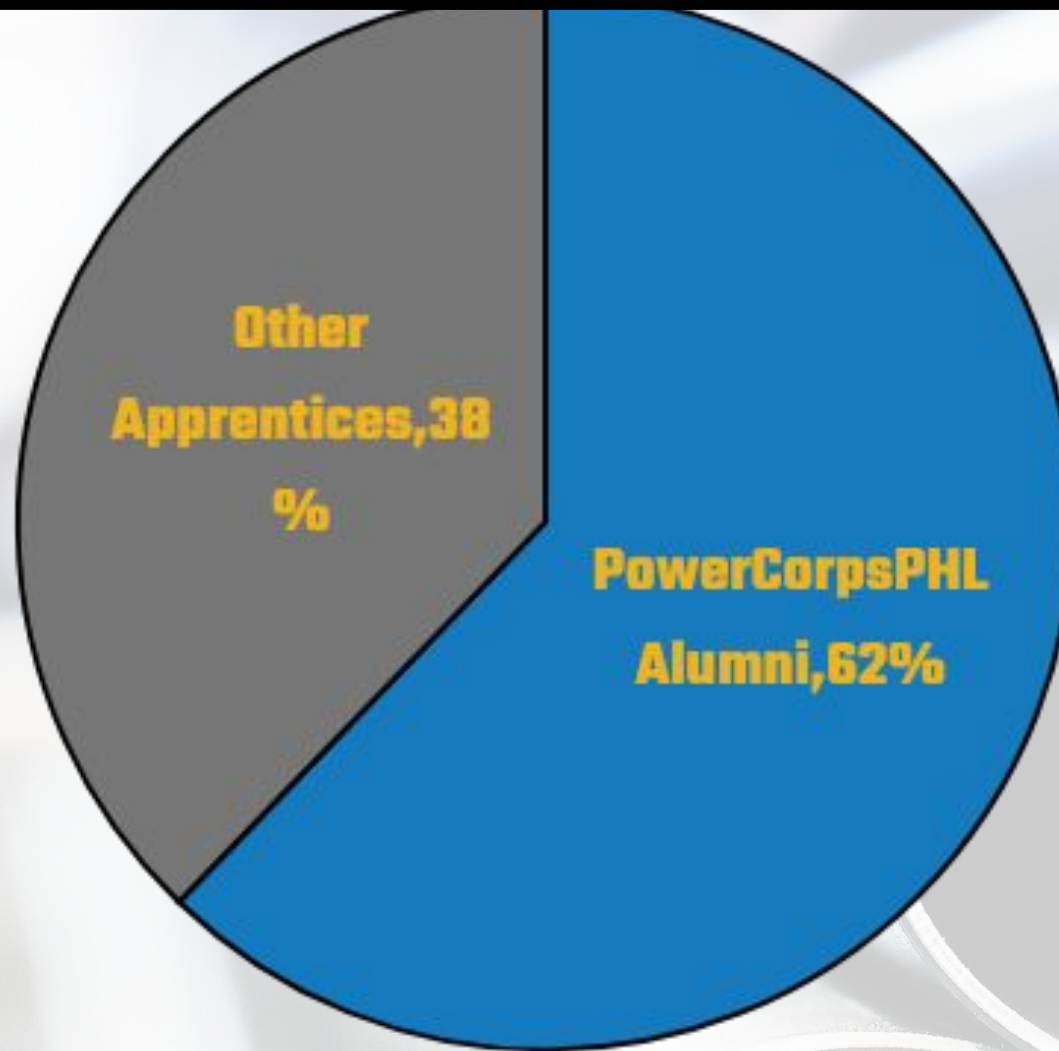
**PCPHL Alumni have
comprised 57% of PWD
apprenticeship hires
since 2014**



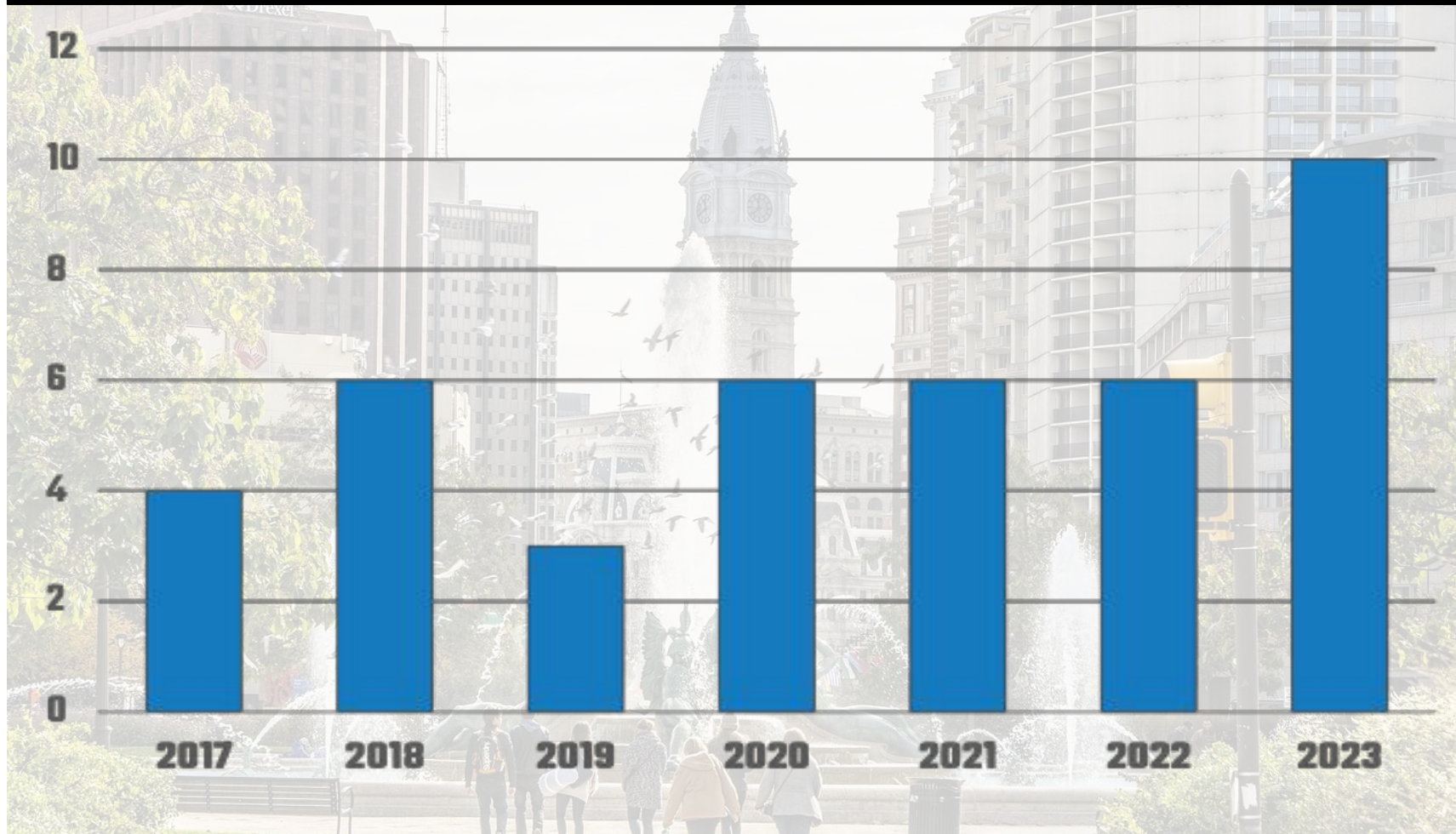
69% of PCPHL alumni
hired since 2014 have
retained their
employment with PWD



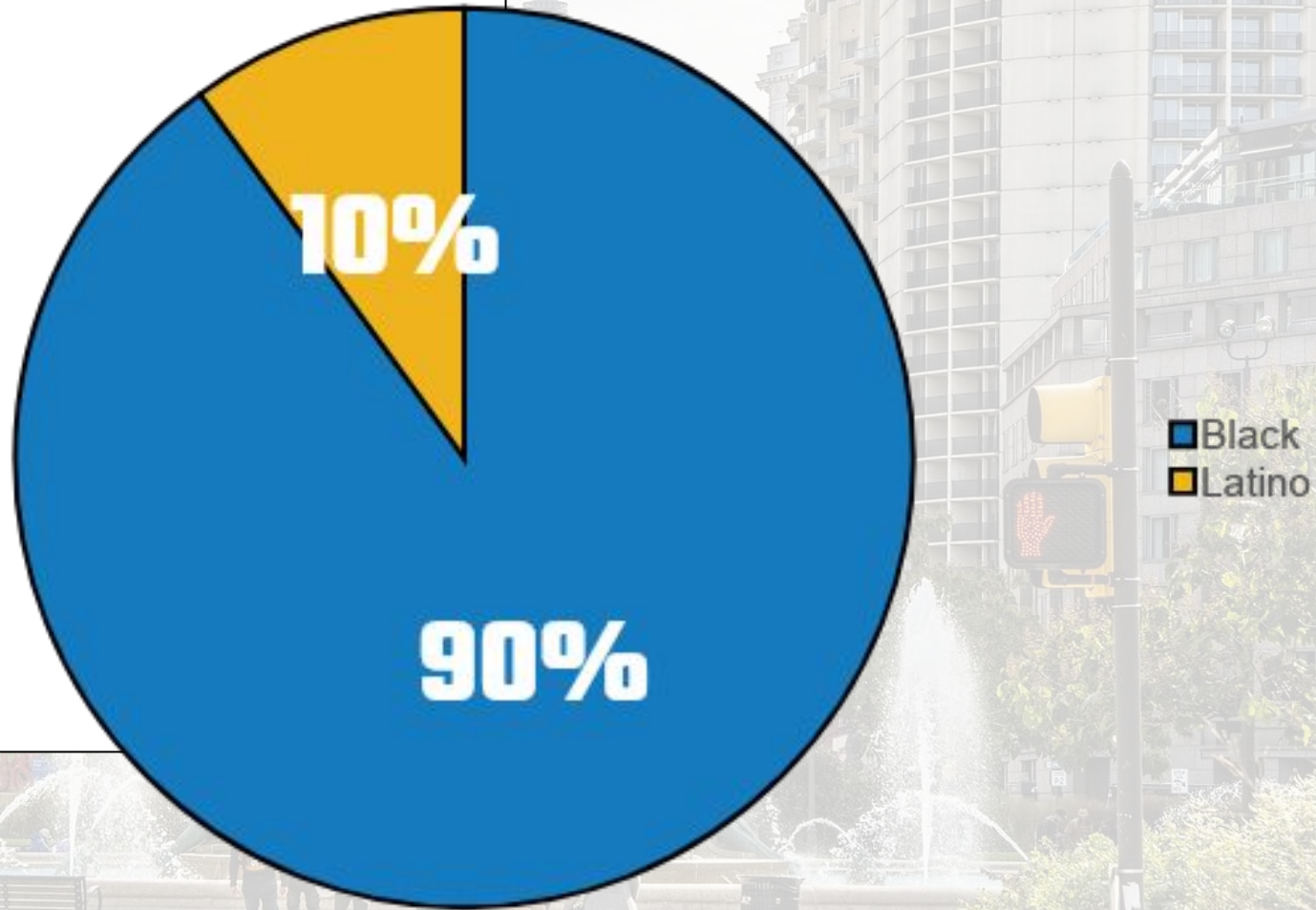
Active PWD Apprentices by PCPHL Alumni Status



PWD Hires of PowerCorpsPHL Alumni by Year



PWD Hires of PowerCorpsPHL Alumni by Race/Ethnicity



SUCCESS STORY



OUR SUCCESS



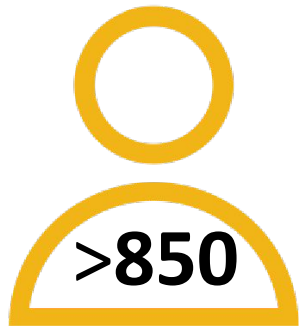
OF GRADUATES
MOVE INTO
CAREERPATHWAY
EMPLOYMENT



IN-PROGRAM
RECIDIVISM
COMPARED
45% CITYWIDE



OF BUDGET=
DIRECT
BENEFIT



PROGRAM
PARTICIPANTS



TREES
PLANTED



ACRES OF
LAND
TREATED



Contact Information

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Building Climate Resilience:

Transforming Communities Through Green Workforce Development

January 17, 2024

Agenda

- **Welcome & Introductions**
- **About Green City Force**



OUR MISSION

GCF trains young leaders to power a green and inclusive economy, through service.

We are working toward a “green city” rooted in



Social Justice



Economic Justice



Environmental Justice



NEED AND OPPORTUNITY

YOUTH UNEMPLOYMENT



72% of New York City Housing Authority (NYCHA) young adults are unemployed.

GREEN CITY FORCE

NYCHA sustainability and health are major imperatives and young residents are ready to serve, train and work for a just transition.

CLIMATE GOALS



1 in 15 NYC residents live in NYCHA housing, and are most vulnerable to environmental and health injustices, which has only been exacerbated by COVID-19.



NYCHA: A CITY WITHIN A CITY



NYCHA Sustainability Service Goals

Community Engagement and Outreach

- Inform residents of Eco-Hub activities and opportunities to engage
- Conduct resident surveys
- Attend Resident Association meetings
- Recruit resident volunteers

NYCHA Gardening and Greening

- Support gardening and greening projects at other NYCHA developments
- Plant, perform maintenance, and support gardens within Eco-Hub Developments

Energy Efficiency Education

- Outreach to and educate residents on energy efficiency changes in heating systems

Composting, Recycling, & Waste Management

- Transform food scraps into compost, a nutrient-rich soil amendment to help grow organically
- Outreach to and educate residents on composting, recycling, and proper waste management

Eco-Hubs Powered by GCF

The Farms at NYCHA managed by Green City Force are transitioning to **Eco-Hubs powered by Green City Force** to better promote sustainability and ensure community resiliency.

WHAT IS AN ECO-HUB?

An **Eco-Hub** is an outdoor community space where Green City Force will operate programs that support sustainable practices around food, water, waste and energy.



Ecology and Economy: Connecting food justice and economic development through green jobs for NYCHA young adults.



Place where people gather for group activities, services, social support, public information and more.

HOW CAN RESIDENTS GET INVOLVED?

The Eco-Hubs will offer residents the opportunity to have a larger role in the stewardship of the farms. To make sure the space and activities reflect resident needs, we want to hear from you! Residents can take a survey and look out for more opportunities to share their thoughts and concerns with us throughout the year.



WHAT IS AN ECO-HUB?

An Eco-Hub is an outdoor community center where we operate programs that support sustainable practices around food, water, waste and energy.



Youth Development and Workforce Training



Community Engagement and Cohesion



Access to Healthy Foods



Landscape Transformation



Ecosystem Service

Eco-Hub Design Principles

Design Principles | Landscape Transformation



Be highly visible.



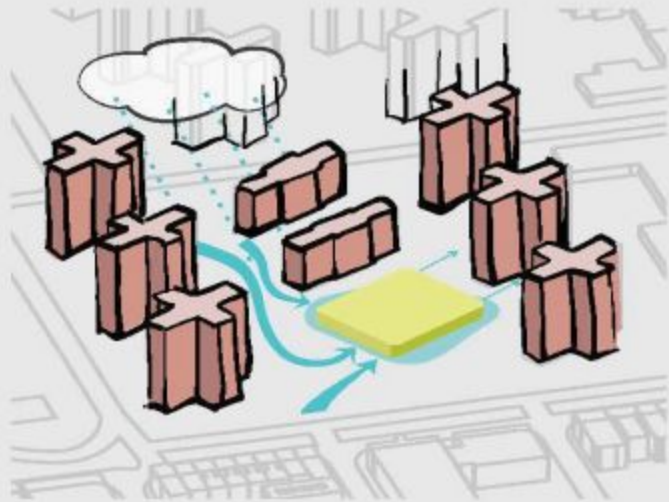
Provide vibrant green space.



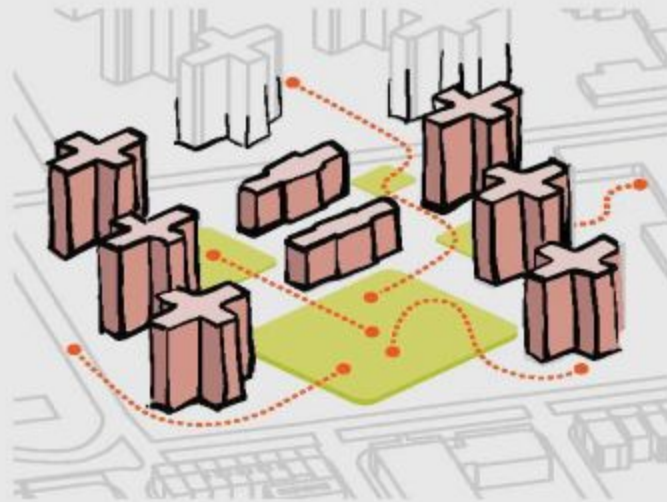
Use lighting design to make spaces feel safer.

Eco-Hub Design Principles

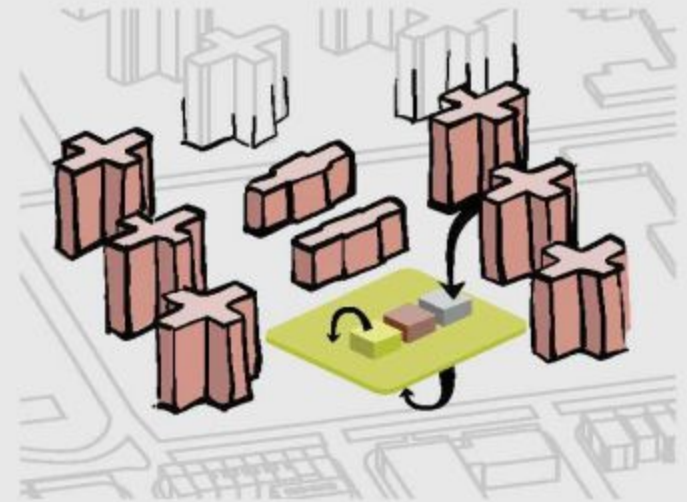
Design Principles | Ecosystem Services



Reduce rainwater runoff into city sewer systems.



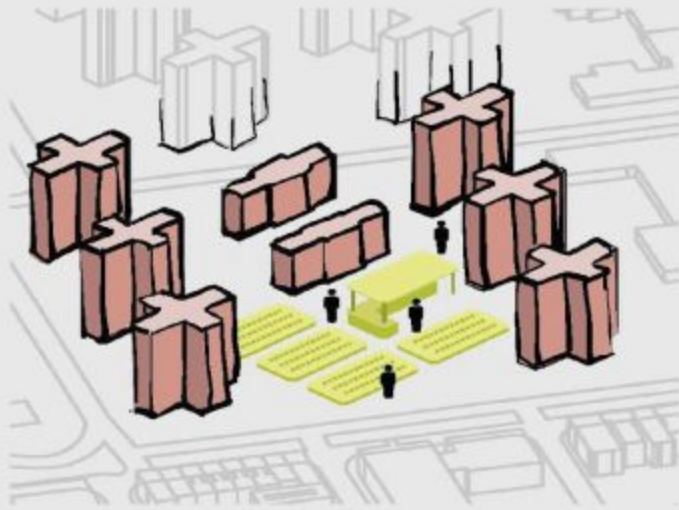
Support pollinator, habitat and pedestrian corridors.



Support sustainable local ecology.

Eco-Hub Design Principles

Community Engagement and Cohesion



Provide space for community engagement with the farms.



Encourage other kinds of informal community gatherings and events.

Eco-Hub Design Principles

Access to Healthy Foods



Foster active living and healthy eating.

Youth Development and Workforce Training



Function as a true training facility for NYCHA youth.

IMPACT IN COMMUNITY

Increasing NYCHA resident consumption of fruits and vegetables, and resident savings (3 year outcomes, 2019 CUNY report*)

153,000 lbs

of produce distributed



122,000 lbs

of compost collected



28,000 visits

To weekly farm stands



4,000 students

Educated in farm based learning



*Source: Farms at NYCHA Evaluation 2016- 2019, Dr. Nevin Cohen, PhD.
CUNY Urban Food Policy Institute



GREEN CITY FORCE PROGRAM MODEL



We design service as a path to greater well being and means to enlist young people to become contributors and leaders in the movement to build a greener, fairer and more just world.



- 18-24 year old residents of NYC public housing and affordable or supportive housing with high school diplomas or GED
- 6-10 month AmeriCorps service
- Impactful, skills-building environmental initiatives in NYCHA

- Direct employment, apprenticeships or college
- GCF sectoral training initiatives with employers
- GCF social enterprise
- Ongoing coaching and support

GREEN CITY FORCE PROGRAM MODEL



Technical Training

Urban Agriculture/Horticulture (in service & GCA)

Environmental Literacy Curriculum (GCA)

Roots of Success (Pre-Apprenticeship - GCA)

Composting (in service)

OSHA 40 (in service)

Culinary/Food advocacy

Energy Efficiency / Solar

General Service related training (in service)

- Introduction to civic duties
- Professional preparation
- Mastery and confidence on field- team oriented settings
- Volunteer management
- School group education

Outreach (in service)

- Needs analysis of Community
- Data collection from Community, Data input
- Surveying

- Land/site analysis and maintenance
- Data collection
- Labor ready - building body stamina
- Leadership development - Media interviews, corporate funder visits, visits to conferences to represent GCF, exercise team leadership daily

CAREER PATHWAYS FRAMEWORK



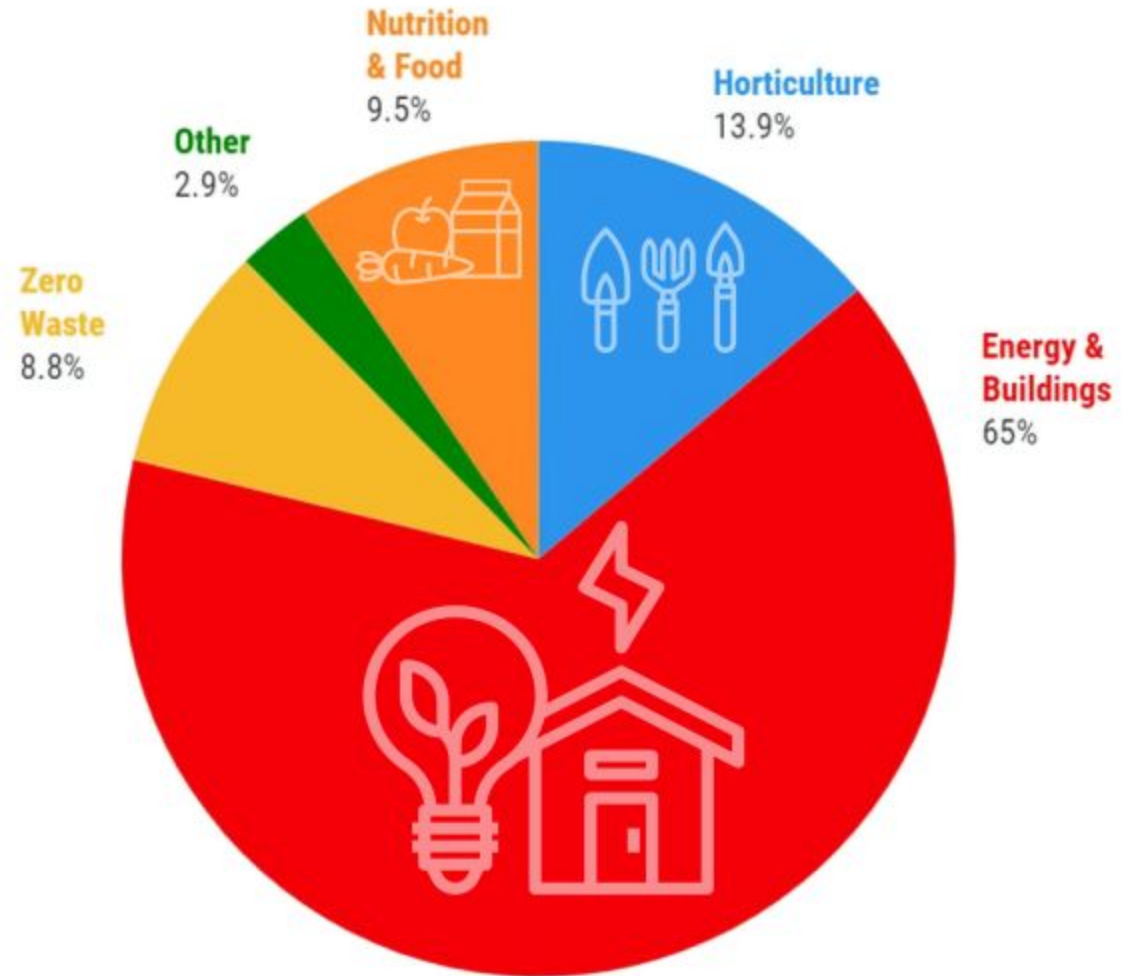
Opportunities for continued advancement

SECTORAL FOCUS

GCF training and placement is focused on the *Sustainable and Resilient Buildings and Communities Sector*, covering Energy & Buildings, Horticulture, Nutrition & Food, Zero Waste, and other (college, community health, additional service terms).

NB:Numbers are all-time placements

Initial Placement by Sub-Sector



THANK YOU!

Steven Affat

Senior Program Manager

steve@greencityforce.org

BEFORE YOU GO...

ICYMI - New EPA Community Change Grants will support workforce development programs to reduce greenhouse gasses!

Connect! Network with others on issues of equity in climate resilience

Tell us what you think! See evaluation survey

Join the Online Community! Join us on Mobilize:<https://urbanwaterslearningnetwork.org/join/>

LEARNING SERIES

Building Water Equity & Climate Resilient Communities for ALL

Thank you!

THE CLIMATE IS
CHANGING
WHY AREN'T WE?

Share your feedback via the evaluation link in the chat!