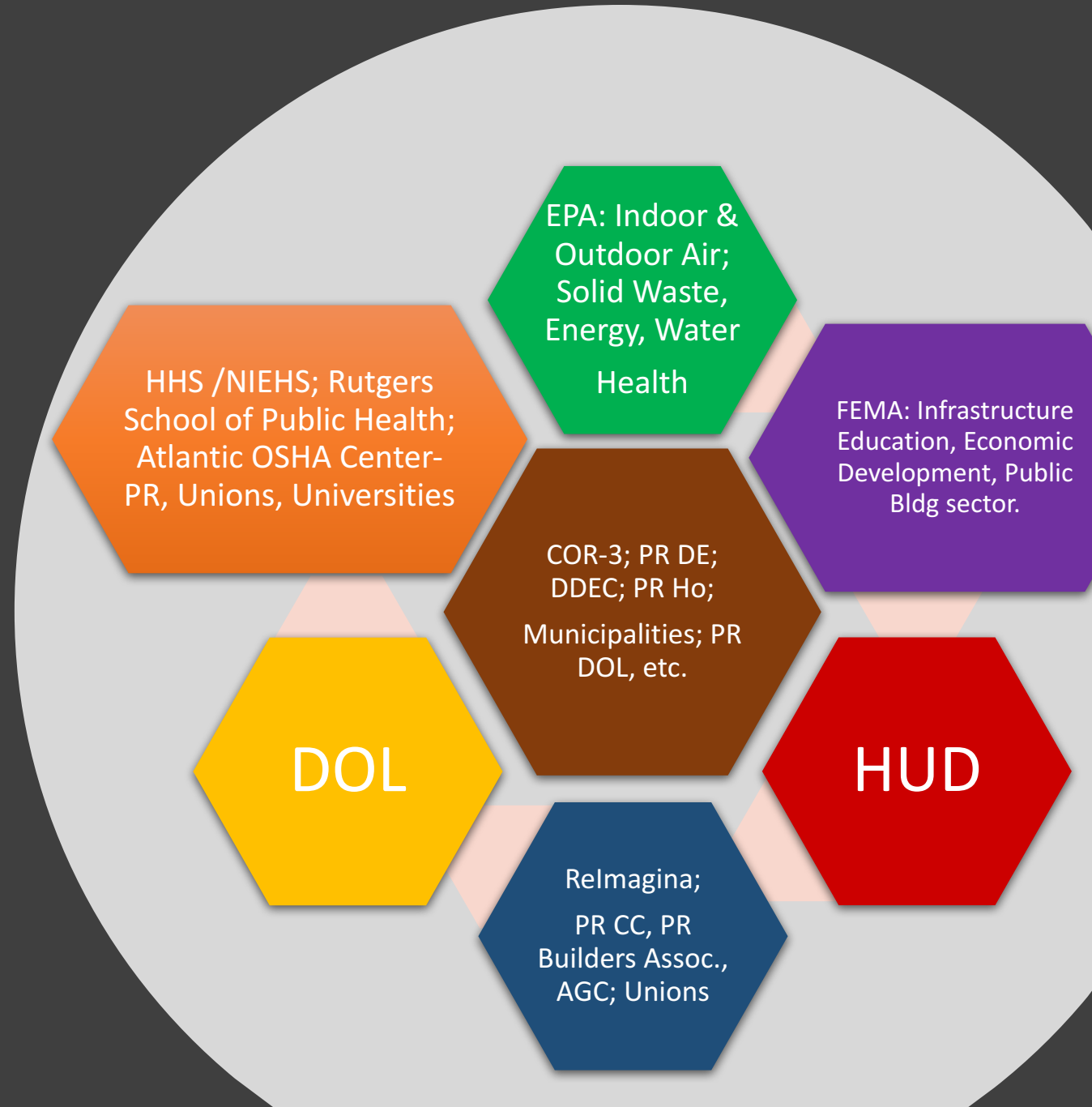


**Implementation Policy:
Successfully Raising the Local
Workforce through Training & Job
Placement**

**Healthy Buildings
(Homes/Public
Housing/Schools/Public
Buildings) Initiative:**

**Task Force on Raising the
Local Workforce in the
Renovation & Rebuilding
of PR**



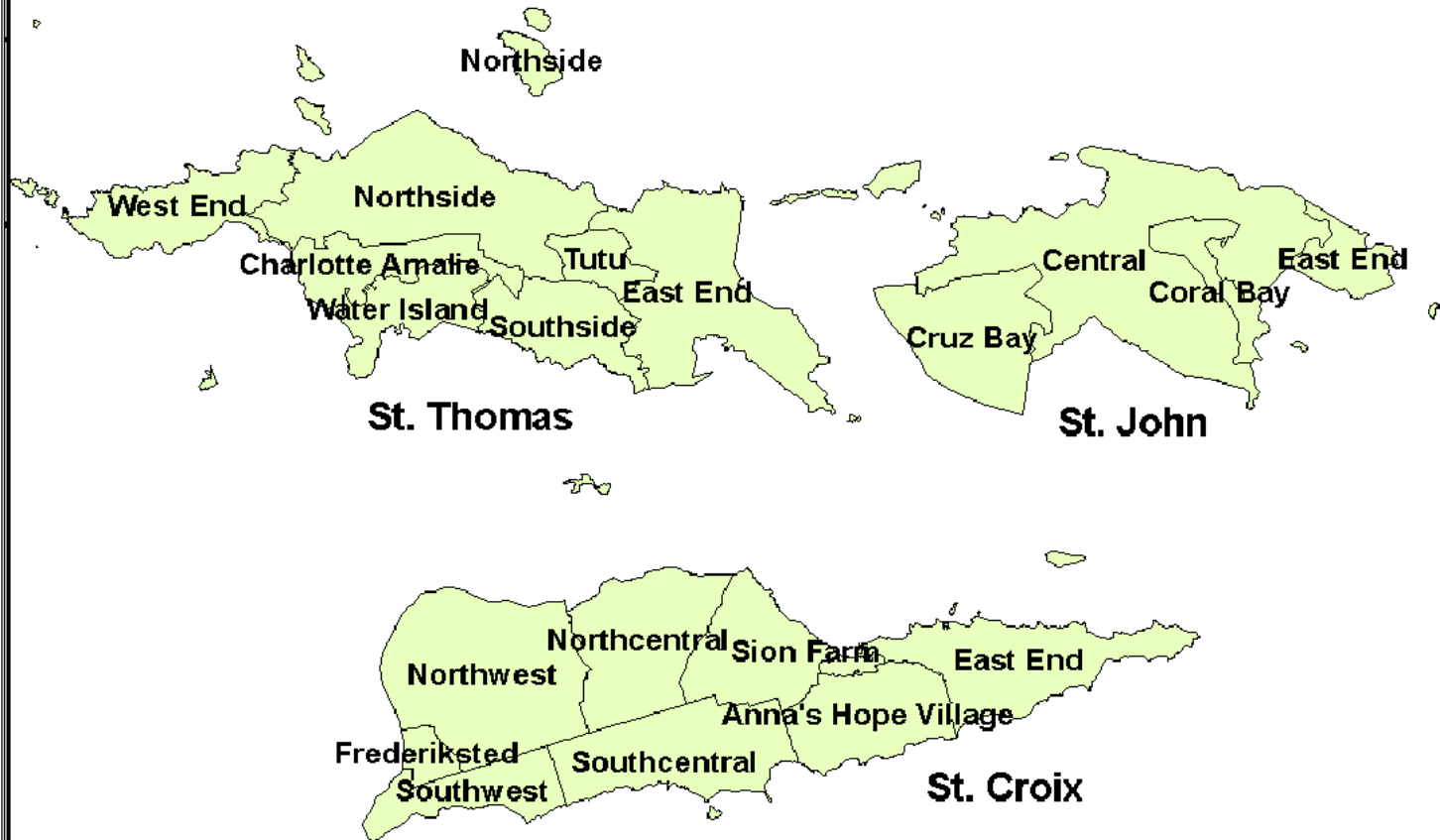
MUNICIPALITIES OF PUERTO RICO



Mold-Lead-Asbestos

d to How many workers do we need to address the massive renovation/rebuilding of the numerous damaged buildings in Puerto Rico? We are here to develop those workforce projections for 3 specific environmental skilled trades.

Subdistricts of the Virgin Islands

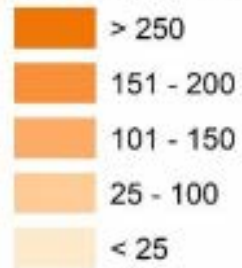


Note:

How many trained workers do we need to address the massive renovation /rebuilding of the numerous damaged buildings in the Virgin Islands? We are here to develop those workforce projections for 3 specific environmental skilled trades.



Number of Major-High and Severely Damaged Homes



Homes classified as having major-high and severe damage by FEMA⁶⁰

Massive
Renovation/
Rebuilding
Projected

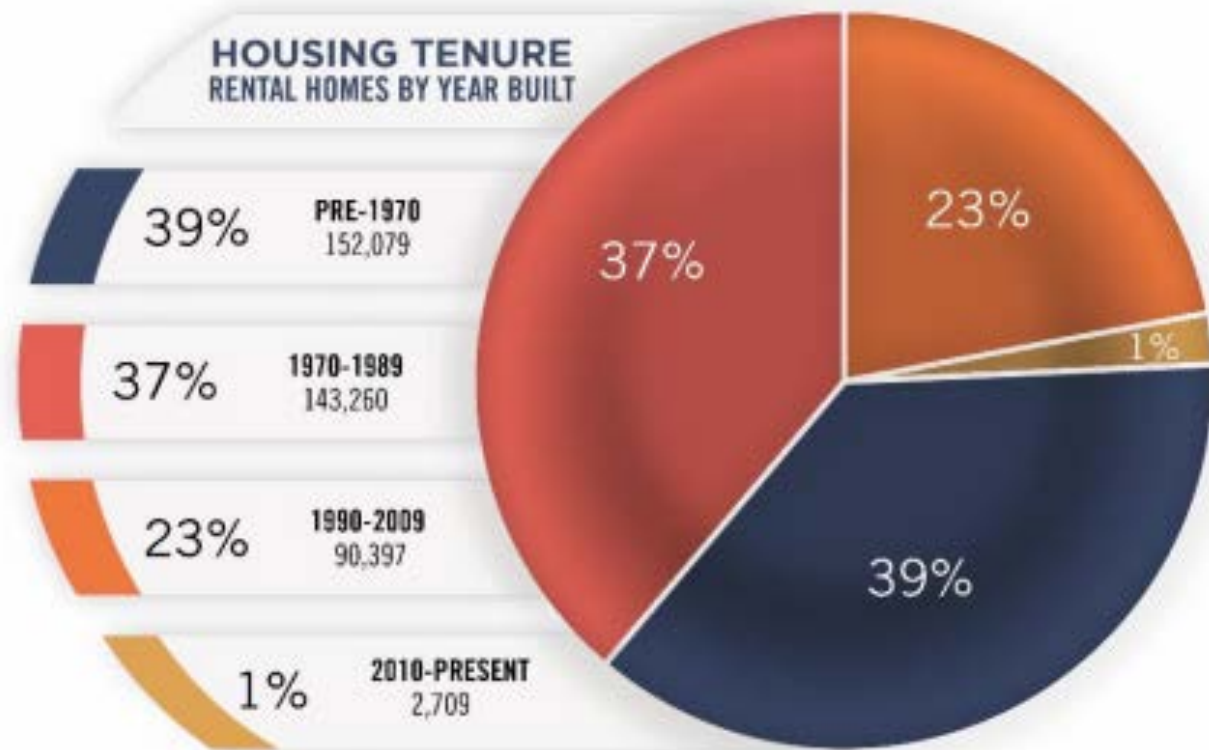


Figure 30. Rental Housing Tenure, source data from American Community Survey 2012- 2016

Housing
Tenure
Rental
Homes by
Year Built

Figure 27. Housing Unit Tenure, source data from American Community Survey 2012-2016

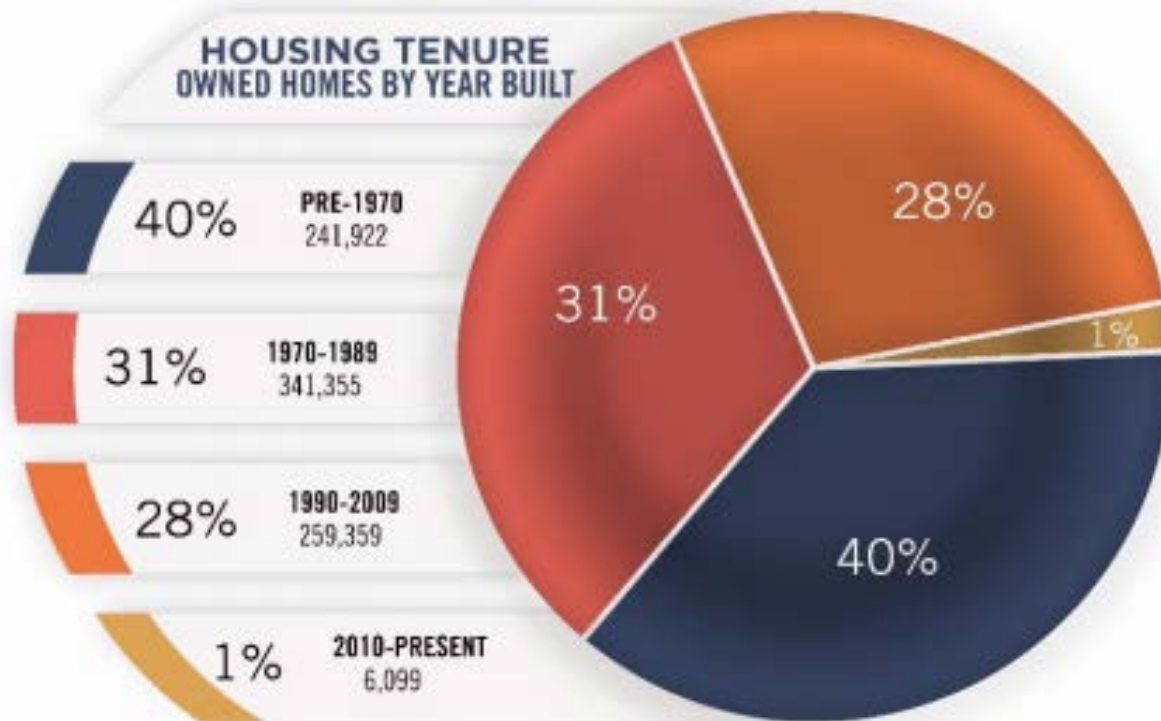


Figure 28. Housing Tenure, source data from American Community Survey 2012-2016

Housing
Tenure
Owned
Homes by
Year Built

Environmental Protection Agency- Region 2 Expertise

Regional Asthma Coordinator: worked with NJ to develop workforce projections for in-home asthma workers to address the high asthma rates (promoters, community health workers, Neighborhood Asthma coordinator, etc) by region-county.

Facilitated the Pesticides and National Strategies for Health Care Providers Federal Initiative: developed workforce projections using a pipeline approach for environmentally trained physicians and nurses.

Advisory board: NY/NJ Hazardous Materials Worker Training Center –Rutgers School of Public Health-Center for Public Health Workforce Development.

How Do We Promote
the Local Economy?

Disaster Response to
Long-term Recovery
Solutions

Implementation Policy: Raising
the Local Workforce





Investing Locally (Step by Step) Results in Healthy Buildings & Healthy, Resilient Communities

- Training of local workforce resulting in direct hire for renovation/rebuilding projects at the municipality level.
- Successful labor agreement:
- Training funds set aside in awarded contract;
- Requiring 75% of local hires with the goal of 100% local hires within 2/3 years



WORKFORCE POLICY

Objective: Establish a policy that highlights the economic impact (ROI) to utilize the local workforce in the long-term disaster recovery effort:

- Unemployed residents to fully employed in long-term, sustainable career paths
- Training of local workforce resulting in direct hire for renovation/rebuilding projects at the municipality level.
- Community Benefit Agreement (CBI): Training funds set aside in awarded contract; requiring 75% of local hires with the goal of 100% local hires within 2/3 years
- Policy implementation by Federal & local partners

Optimum Strategies for Achieving Sustainable Local Hiring/Labor Agreements



- Request for language on local hire provision be added to contracts for clean up, solid waste management, renovation & rebuilding.
- Use a community benefit agreement (CBA) or other local hire provision that is developed with local municipalities and PR Schools to make sure it is community driven and sustainable.
- Share success stories or best practices on CBA/Local Hire.
 - <https://www.forworkingfamilies.org/page/community-benefits-101>
 - https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=3&ved=2ahUKEwjimY-v3pHhAhVDtlkKHSnZApMQFjACegQIAxAC&url=https%3A%2F%2Fced.msu.edu%2Fupload%2FCBA%2520report%2520Final.pdf&usg=AOvVaw2yG_uk0Ox-LHrJBavgGOV_k

Potential Pitfalls To Be Aware of in Local Hiring/Labor Agreements



- Not developing a community driven approach to CBA/Local Hire (Community, Government, Schools, Unions/Labor and Contracts)
- Lack of Enforcement of the provisions in a CBA/Local Hire Ordinance
- Lack of incentives for contractors to hire locally
- Lack of trained local workforce – must provide funding for training of local workers in contracts or via other sources
- Companies from the mainland get the local contracts, bring their own workers or hire untrained local workers, do not follow the regulations/guidelines-then LEAVE- does that achieve any capacity building in the short or long-term for PR and the VI?



Raising the Workforce in PR

Invest in the Local Residents Now;

Empower them to be part of the Re-Building of PR;

From Mainland to the Island;

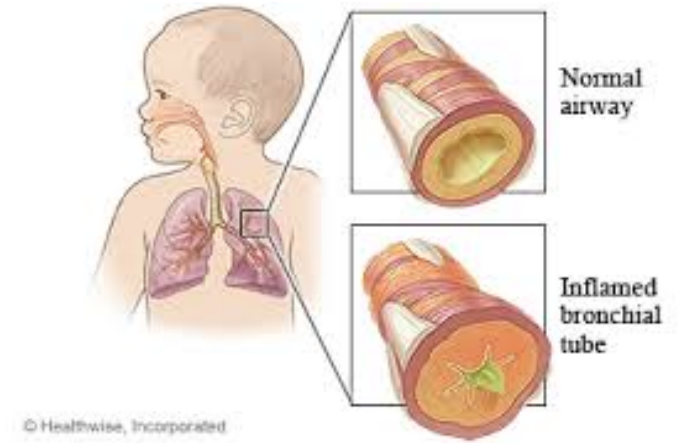
High Return-On-Investment



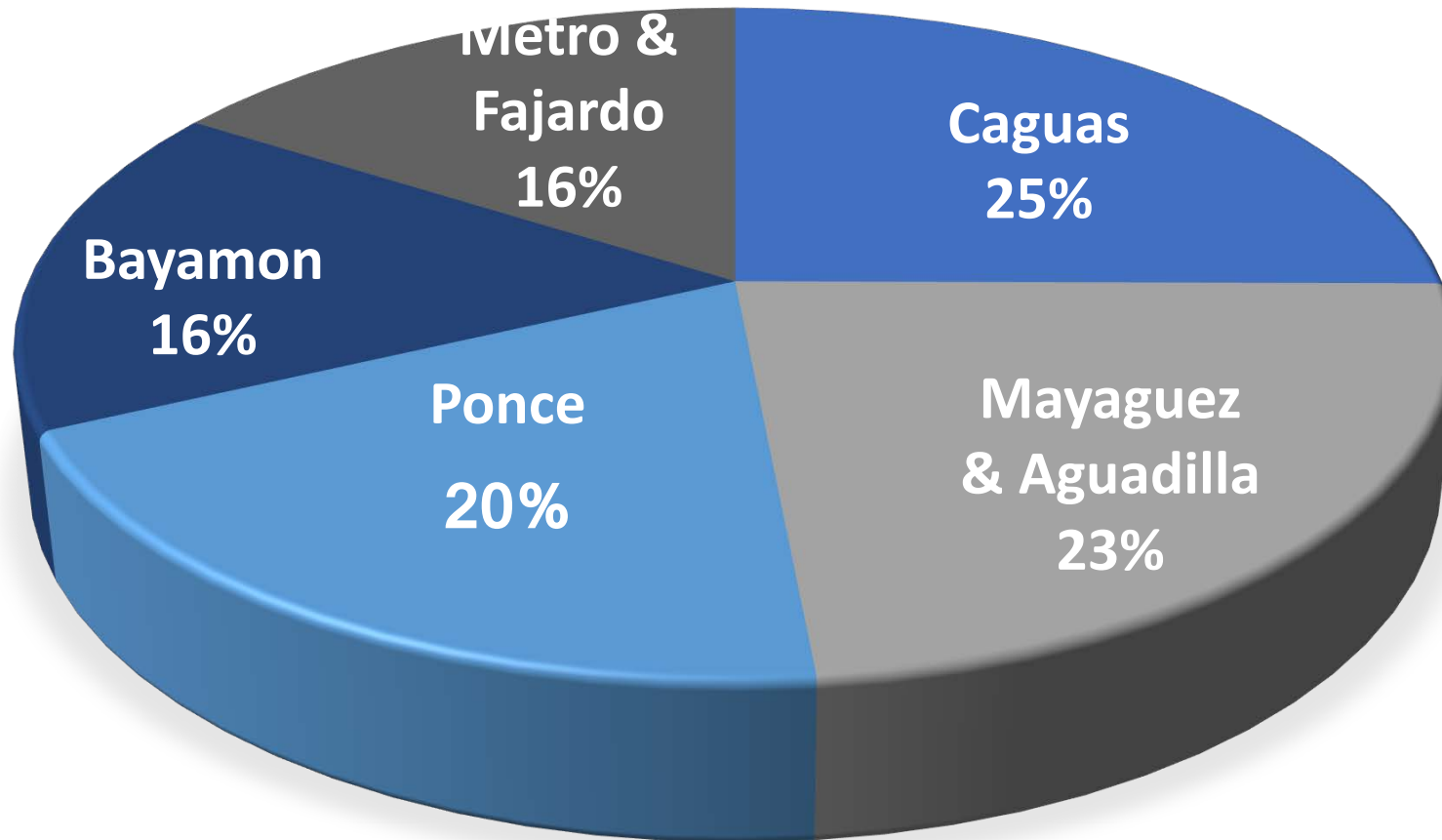


Mold is a trigger for
asthma

Mold is a
trigger for
asthma



ASTHMA RATES IN PUERTO RICO

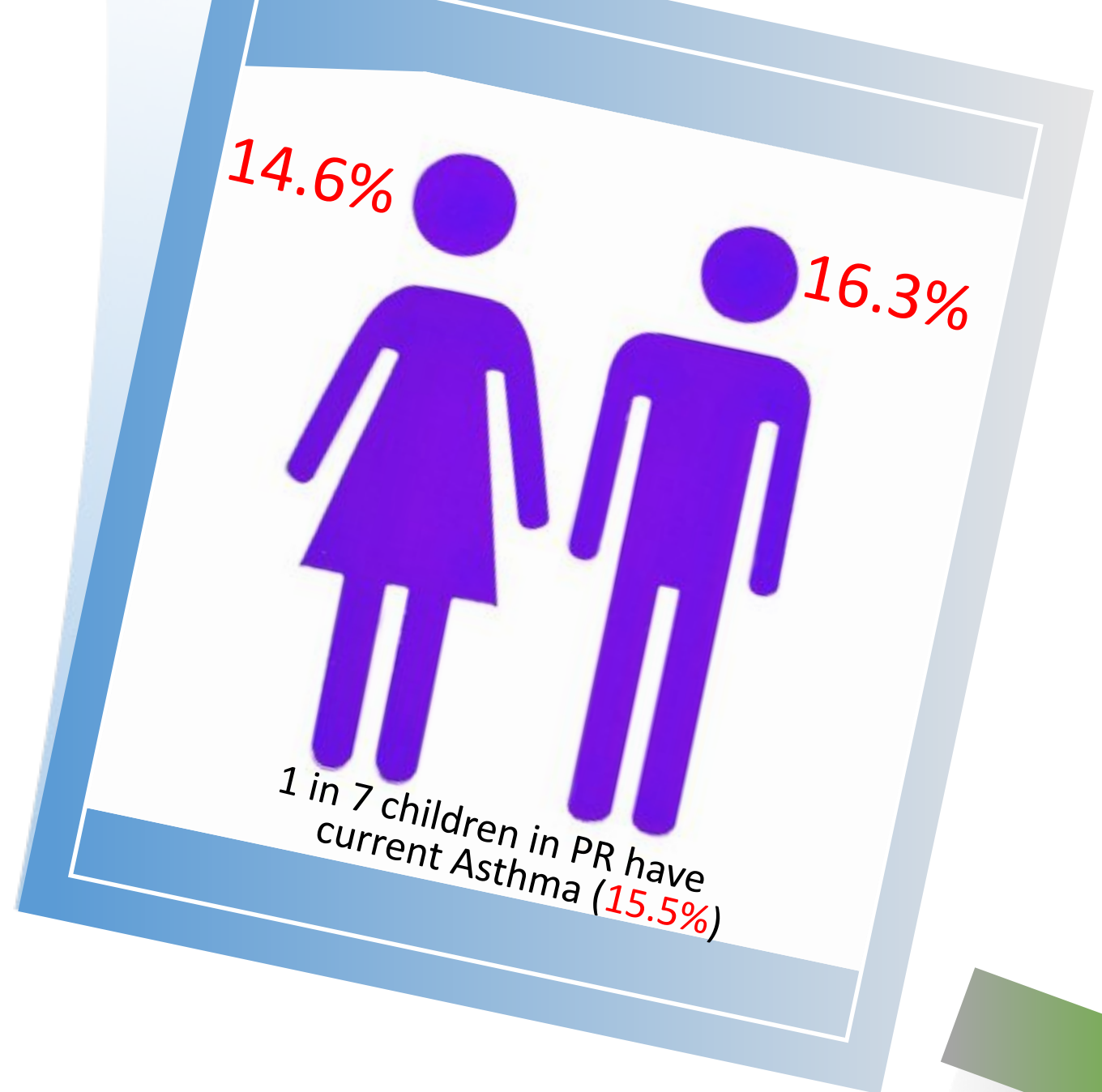


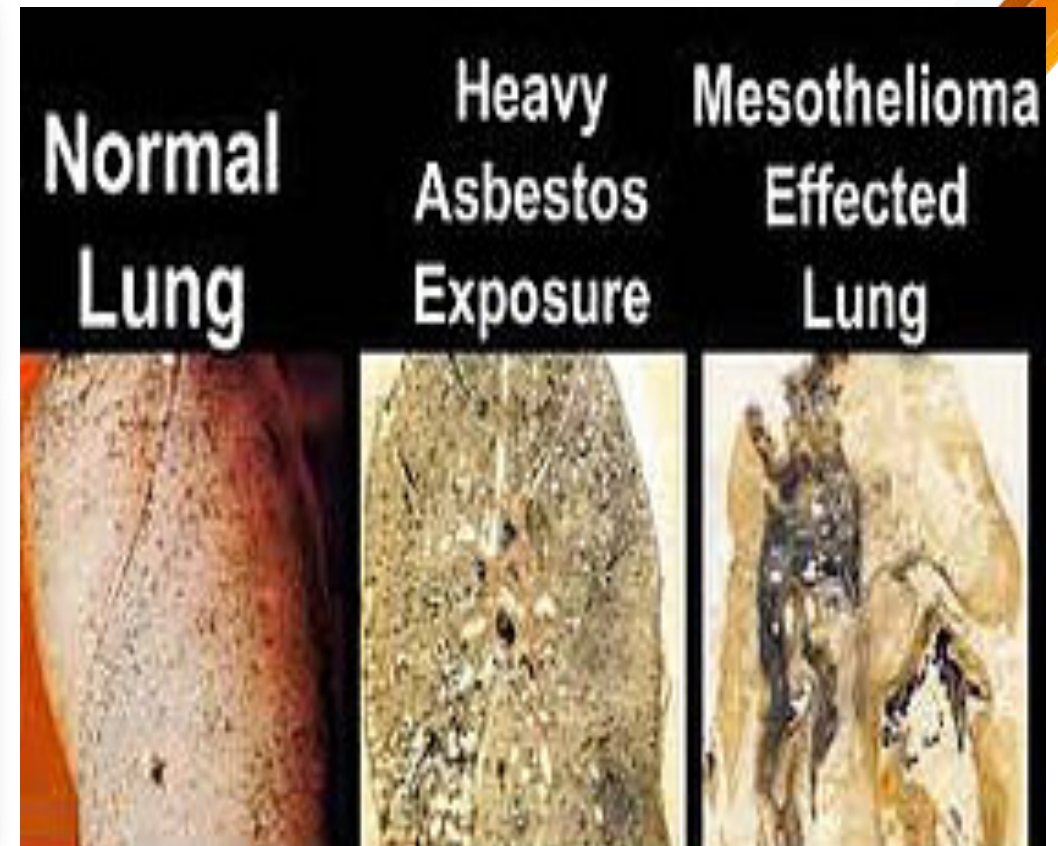
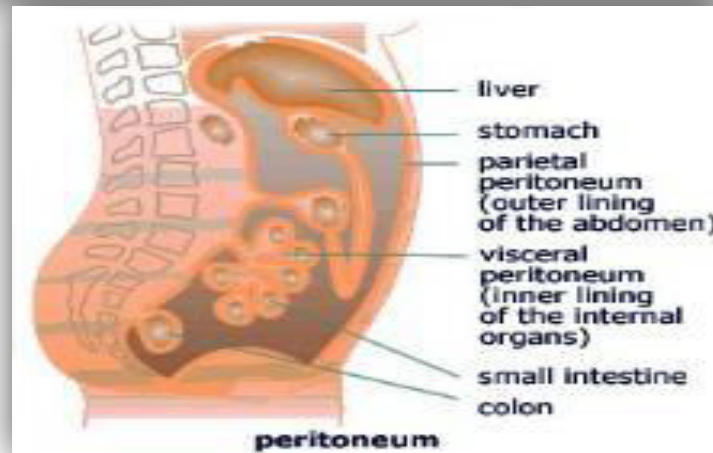
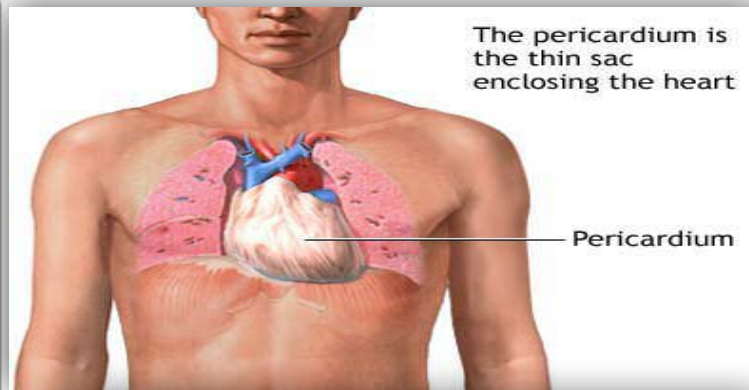
**The population of Puerto Rico is
disproportionally affected by asthma**

Data

Asthma in PR

- 10.7%, 1 in 10 adults have current asthma before the Hurricanes Irma and Maria.
- Almost, 25%- 30% increase in asthma cases after Hurricane Maria (PR Primary care association sample survey).





Health effects BY THE NUMBERS

0 The number of **ASBESTOS FIBERS** that's considered safe for exposure. The more you're exposed to, the more likely to cause disease, but there is no safe level of exposure.

ASBESTOS CAN CAUSE:

- ☒ Mesothelioma
- ☒ Asbestosis
- ☒ Lung cancer



\$90 **BILLION**

The expected amount of total **INSURED INDUSTRY LOSSES** over time due to asbestos, according to Fitch Ratings

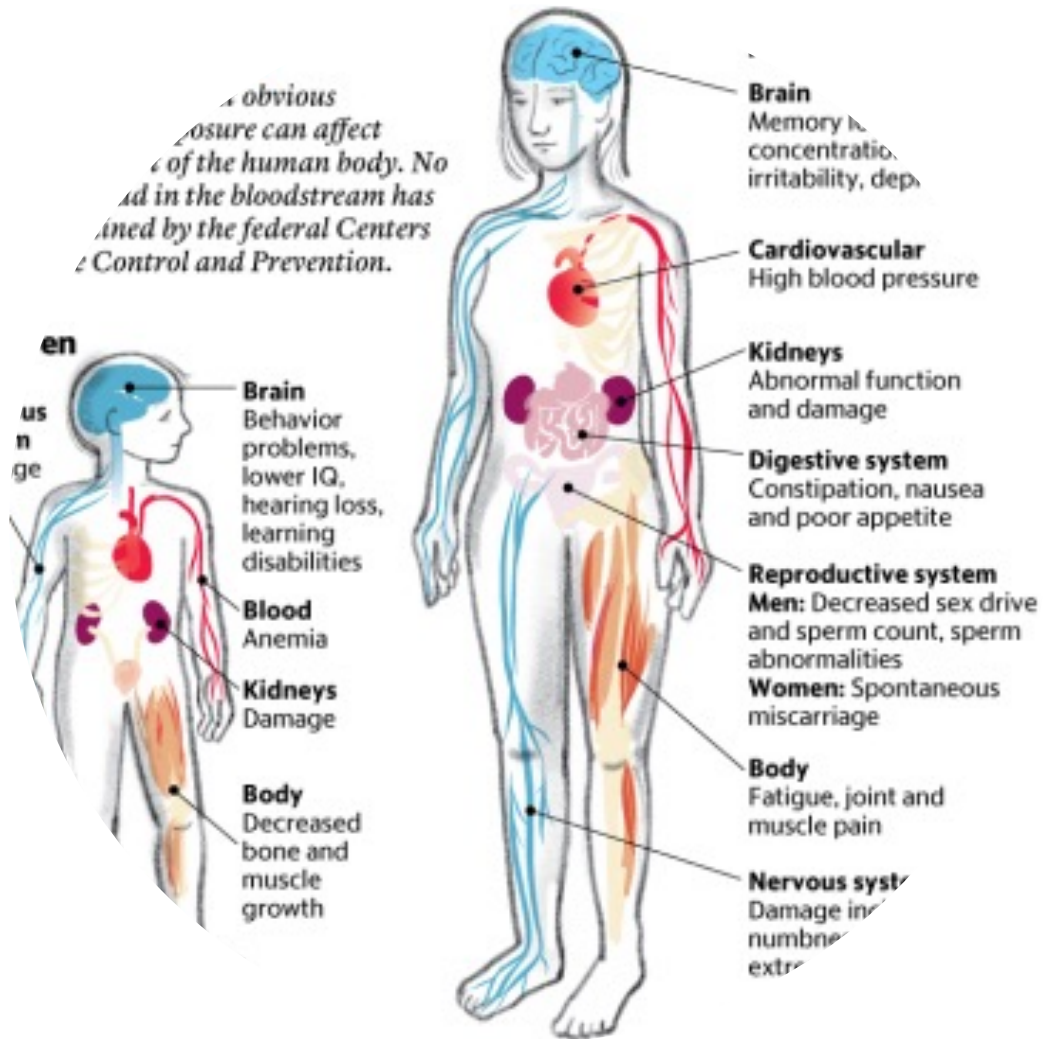


10 TO 40 **YEARS**

How long it can take for asbestos-related **SYMPTOMS** to appear after exposure.

Smokers who are exposed to asbestos have a greater risk of lung cancer than the individual risks from asbestos and smoking combined.

Health Effects and Costs of Asbestos – related Diseases. NO SAFE LEVEL



**HEALTH EFFECTS OF LEAD POISONING-
THERE IS NO SAFE LEVEL**

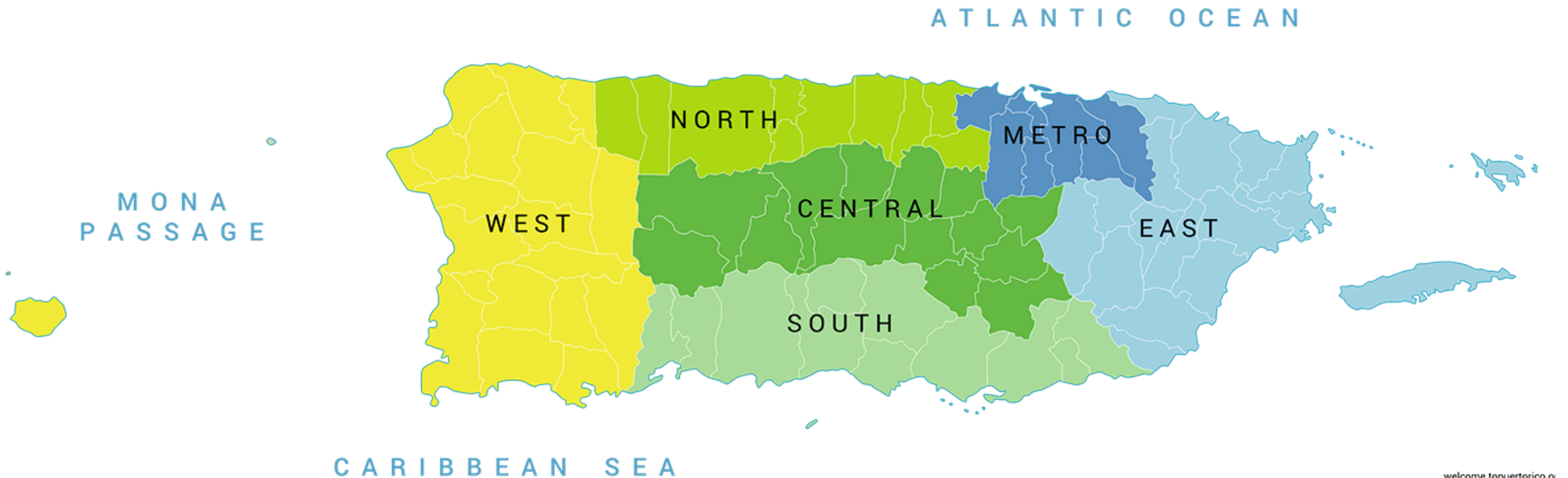
PUERTO RICO'S ELECTORAL DISTRICTS

RAISING THE LOCAL WORKFORCE: A PIPELINE APPROACH



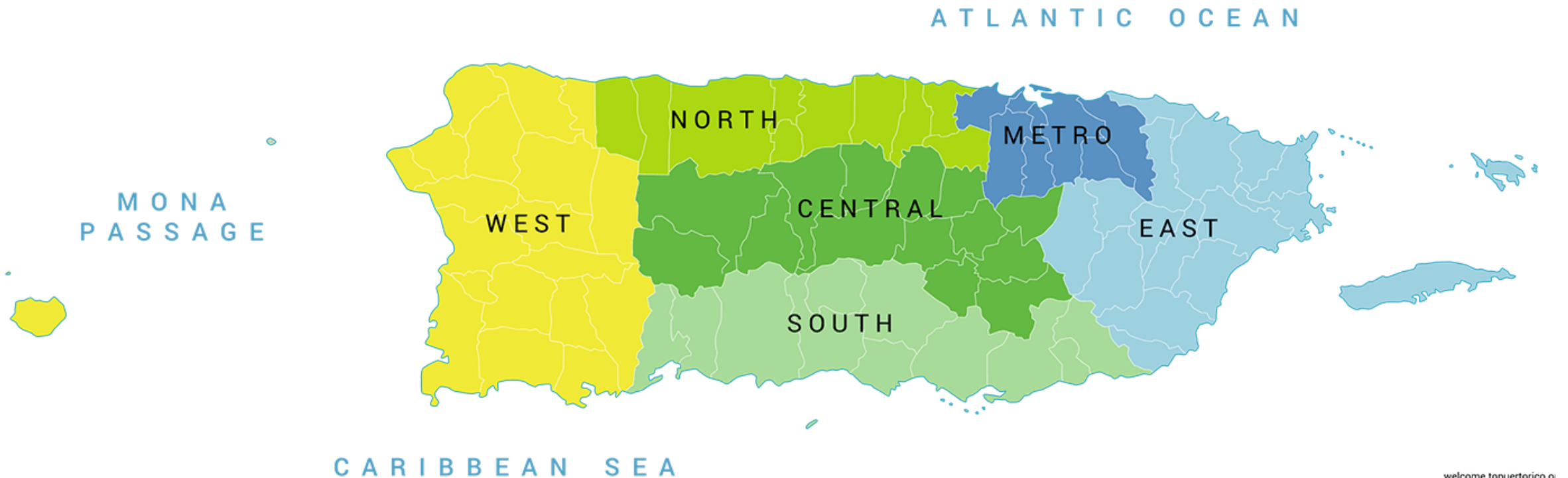
Workforce Projections by Region

- Lead Paint Removal Contractors: RRP – 1 day-cost, test \$300
- Lead Paint Abatement Contractors: 4 days training, avg. cost/person
- Lead Inspectors



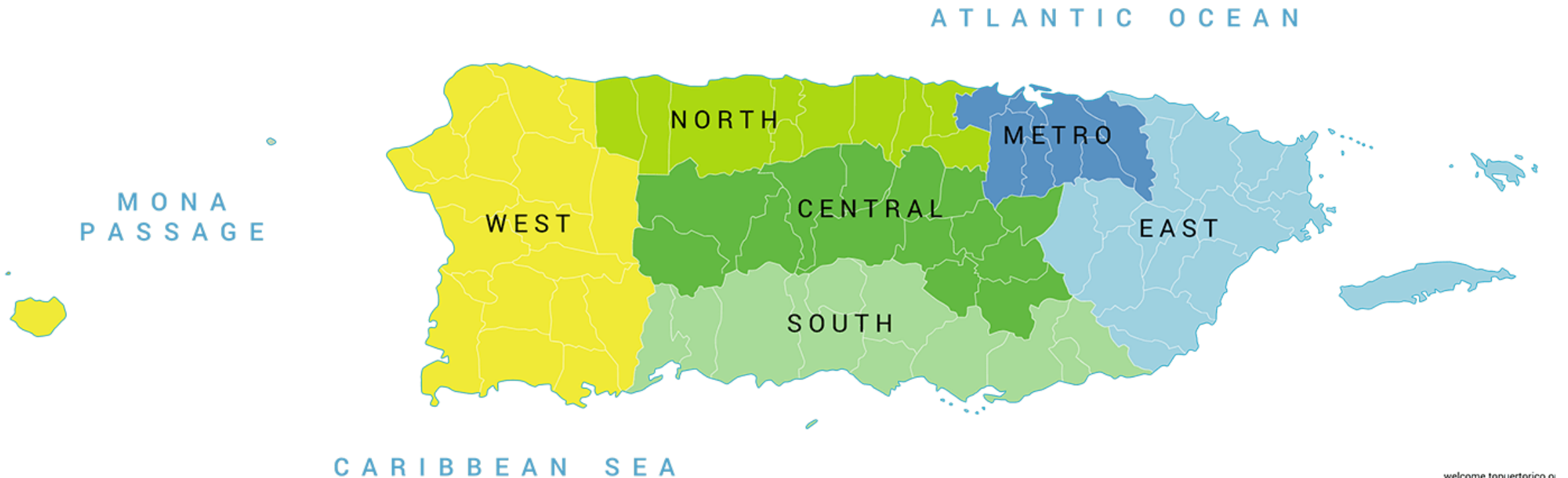
Workforce Projections by Region

- Asbestos Removal Contractors: worker, supervisor
- Asbestos Remediation Contractors: worker, supervisor, planner
- Asbestos Inspectors



Workforce Projections by Region

- Mold Remediation Contractors: worker, supervisor (3-4 days of certified training)
- Mold Removal Contractors: worker, supervisor (3-4 days of certified training)
- Mold Inspectors



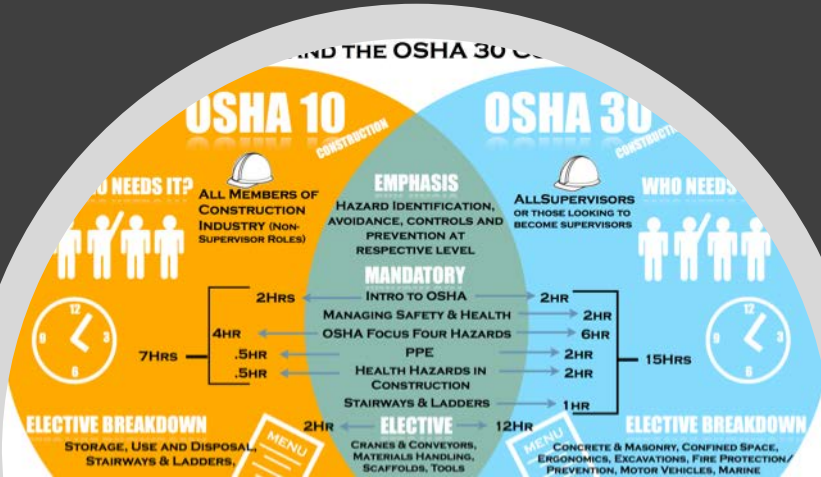
Current Training Assets & Projects in PR, VI



- **International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW)**
- **University of Puerto Rico (UPR)**
- **Laborers' International Union of North America (LIUNA)**
- **International Chemical Workers Union Council (ICWUC)**
- **United Steel Workers (USW)**
- **Rutgers University
Universidad Ana G. Méndez (UAGM)**
- **INEDA-AOTC PR (UAGM)**
- **Rutgers University (CPHWD)**
- **Ramey Job Corps**
- **United Clergy Taskforce- Catano Project to be launched.**
- **Pathstone**
- **RRP/Lead Abatement, Asbestos Training providers**

Key Job Categories & Required Training with Estimated Costs

- 30-hour OSHA training
 - Mold Remediation
 - Asbestos Remediation
- Lead RRP; Lead Abatement



We Are Here To Help



- **Current Task Force Members:**
- Ameesha Mehta-Sampath/EPA
- Dr. Jeanette Vasquez/PR-CC
- Paul Fericelli/EPA
- Schenine Mitchell/EPA
- Kedesch Altidor/HHS-OASH
- Sharon Beard/NIEHS-WTP
- Chip Hughes/NIEHS-WTP
- Jim Remington/NIEHS-WTP
- Rafael Caballero/INEDA
- Mitch Rosen/Rutgers
- Juan Gonzalez/ReImagina
- Deevah Morales-Melendez/FEMA
- Zulma Velazquez/DDEC
- Juan Bauza-Phil Saputo/EDA
- All of you.



“

**“Planning without action
is futile,
action without planning
is fatal.”**

Cornelius Fichtner

” A natural disaster can happen to anyone. Seeing something like this makes you thankful for what you've got, and happy that you can help other folks who need it.

– Kate Novitsky



*I always tried to turn every disaster
into an opportunity.*

JOHN D. ROCKEFELLER

quot
tab
.com

Workforce Development

