

Brownfields Environmental Employment and Education: Contractor Perspectives

Mike Tilchin, P.E. LEED GA

Vice President, National Manager of EPA Programs

September 1, 2015

ch2m.SM

CH2M Overview

We are an industry leader in consulting, design, design-build, operations and program management



- Headquartered in Englewood, Colorado, USA
- More than 25,000 employees
- \$5.5 billion in revenue
- Employee owned
- Broadly diversified across multiple business sectors
- Actively working in 91 countries and 9 sovereign states/territories worldwide

CH2M HILL Leadership in Environmental Markets



ENR rankings

CH2M HILL is #1 in:

- Program Management (since 2004)
- Environmental Firms (since 2006)
- Engineering/Design
- Green Firms: Industrial Manufacturing
- Petroleum Maintenance
- Semiconductors Plants
- Sewer/Wastewater Design
- Sewerage and Solid Waste
- Site Assessment and Compliance
- Wastewater Treatment Plants
- Water Treatment and Desalination Plants
- Working in Non-U.S. Locations

ENR
The Top 100 Design-Builders
Construction Managers
Program Managers

CH2M HILL ranks #1 in Program Management (since 2004)

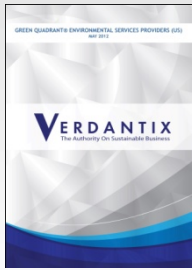
RANK 2013	FIRM	DOMESTIC REVENUE	INTL REVENUE	TOTAL REVENUE
1	CH2M HILL, Englewood, Colo.	1,982.8	217.5	2,200.3
2	BECHTEL, San Francisco, Calif.	1,423.0	4.0	1,437.0
3	AECOM TECHNOLOGY CORP., Los Angeles, Calif.	601.1	312.1	1,163.9
4	PARSONS, Pasadena, Calif.	668.3	66.0	734.3
5	PARSONS BRINCKERHOFF, New York, N.Y.	345.5	151.0	496.5
6	SCIENCE APPLICATIONS INTERNATIONAL CORP. (SAIC), McLean, Va.	447.1	0.0	447.1

THE TOP 200 ENVIRONMENTAL FIRMS				
RANK	RANK		FIRM NAME & LOCATION	Total (in \$ MIL.)
	2011	2010		
1	1	1	CH2M Hill Ltd., Englewood, Colo.†	3,835.0
2	2	2	URS Corp., San Francisco, Calif.†	3,362.0
3	3	3	HDR, Omaha, Neb.	2,731.1
4	4	3	Bechtel Corp., San Francisco, Calif.†	2,731.1
5	5	5	Tetra Tech Inc., Pasadena, Calif.	2,050.0
6	6	6	AECOM Technology Corp., Los Angeles, Calif.	1,767.7
7	7	7	EnergySolutions Inc., Salt Lake City, Utah	1,752.0
8	8	9	The Shaw Group Inc., Baton Rouge, La.†	1,559.0
9	9	8	Fluor Corp., Irving, Texas†	1,235.7
10	10	13	Kiewit Corp., Omaha, Neb.†	1,160.6
11	11	12	Arcadis/Malcolm Pirnie, Highlands Ranch, Colo.†	1,143.0
12	12	11	MWH Global, Broomfield, Colo.	1,104.8
13	13	14	Battelle, Columbus, Ohio	1,019.7
14	14	15	HCDM, Cambridge, Mass.	993.6
15	15	16	Parsons Corp., Pasadena, Calif.†	991.0

CH2M HILL ranks #1 in Top Environmental Firms (since 2006)

Source: Engineering News-Record, 2013

Global Reputation



Verdantix, an independent analyst firm has named CH2M a leader in five different sustainability categories: EHS technology services (2014), sustainability consulting (2013), sustainable engineering (2010), and climate change consulting (2009).



Ranked as one of the World's Most Ethical Companies 2009, 2010, 2011, 2012, 2013, 2014, 2015 by **Ethisphere**



EPA recognized CH2M for Excellence in Greenhouse Gas (GHG) at the 2015 [Climate Leadership Awards](#) in Arlington, Virginia.



The Stockholm International Water Institute (SIWI) selected CH2M as the recipient of the 2015 Stockholm Industry Water Award (SIWA) that honors outstanding and transformative water achievements and contributions to sustainable water management.



CH2M was selected in 2015 by Business Insider as one of the 50 best places to work based on pay, happiness, and other criteria. The ranking was also based on surveys of employees from the [2014 Fortune 500](#) list of the largest companies in the U.S

CH2M Serving EPA, Other US and Global Clients



- US EPA Region 5 Remedial Action Contract (RAC) 2 Superfund
- US EPA Region 6 RAC 2
- US EPA Region 9 RAC 2
- US EPA Region 10 AES Superfund
- US EPA Office of Sustainable Communities, Environmental Innovations in Sustainable Development
- London 2012 Olympic and Paralympic Games, United Kingdom
- Panama Canal Expansion
- 2020 Dubai World Expo
- 2022 FIFA World Cup Qatar™

Priority on Training and Outreach Strengthens our Reputation

- **50 Best Companies to Work for in America:** 2015, Business Insider
- **Top Engineering Internship Program:** 2015, Vault
- **Top 300 Graduate Employers:** 2014/2015, The Guardian UK 300
- **The World's Greatest Internships:** 2014, InternX
- **Women Leaders in Transportation Design & Construction Awards, Glass Hammer Award:** 2014, American Road and Transportation Builders Association (ARTBA)
- **NSBE 50:** 2014,2013,2012, National Society of Black Engineers (NSBE)
- **Top Supporters of HBCUs:** 2014, Career Communications Group, Inc.
- **Outstanding Employer of the Year: 2014,** Tennessee Society of Professional Engineers (TSPE)

Local Education, Training, and Hiring- Better Projects and Marketplace Advantages

• Benefits to CH2M

- Builds a talent pipeline and skilled work force
- Strengthens the local employment market
- Local expertise informs project design and gains community support
- Benefits local economy
- May be a requirement on certain domestic and international programs

• Examples

- Collaboration with Milwaukee Community Service Corps
- Tar Creek Superfund Job Training Initiative
- Alaska Resident Work Force Development
- London 2012 Olympics

Aligns with CH2M core values: respect, collaboration, compassion, entrepreneurship, ownership

Collaboration with the Milwaukee Community Service Corps

- A Job Training and Education Program
- EPA Brownfield Job Training Grantee



Areas of Collaboration and Example Projects

Collaboration

- Water
- Transportation
- Environmental Remediation
- Training

Projects

- Menomonee Valley Redevelopment
- Canal Street Engineering
- Marquette Interchange Reconstruction
- Kinnickinnic River Dredging

Steps to a Successful MCSC-CH2M Partnership

- Communication throughout the engineering phase
- Job shadowing and internship opportunities
- Post-project employment placement
- Memorandum of Agreement
- Liability insurance (MCSC)
- OSHA 40-hour Certification for training participants
- Other relevant training and credentialing
- Orientation of training participants with full CH2M project team

Daily transportation of training participants to the field office

Paid training of participants (by MCSC)



Tar Creek Superfund Site: Superfund Job Training Initiative

- CH2M coordinated and assisted EPA and its SJTI consultant, Skeo Solutions in the planning and execution of the SJTI program
- SJTI generated 250 interested candidates, of which 26 were selected for training.
- CH2M and its subcontractors hired 16 program graduates on the project
- Embedded in bid documents to subcontractors:
 - “Offeror shall recognize that local resource utilization is a very important criterion for both CH2M HILL and our client, EPA....Offerors are encouraged to review and hire the local graduates of Superfund Job Training Initiative (SuperJTI) program as part of meeting the local labor utilization requirement. “

Alaska Resident Work Force Development

- As a long time Alaskan employer, CH2M is committed to training, developing, and hiring Alaskan residents, including Alaska Natives.
- Focus specifically on workforce development in order to identify and develop ‘talent pipelines’ specifically for Alaska residents and Alaska Natives.
- Our goal for Alaska resident hire is 80% and for Alaska Native participation 10%.

Alaska Work Force Development- Collaboration with Southwest Alaska Vocational & Education Center (SAVEC)

- 100% of graduates are Alaska residents
- 68% are Native Alaskans (2012)
- 100% of graduates have been extended offers to work in the oil and gas industry with CH2M on a rotational basis if positions are available
- 96% placement rate; 80% retention rate
- CH2M provided 175 Internships, exclusively to Alaska residents, in engineering (primary), business development, safety, recruiting, and business management
- Recruited, managed, and developed the nearly 2,500 positions currently serving our North Slope operation teams.

Brownfields Environmental Employment and Education at a Global Scale- 2012 London Olympics and Paralympic Games

- CH2M was the managing partner of CLM, the lead delivery partner to the Olympic Delivery Authority (ODA)
- The London 2012 Olympic and Paralympic Games provided unprecedented access to new career opportunities.
- ODA committed to a positive employment and economic legacy
- Offerors had to demonstrate commitments to training and employment- with fees linked to performance
- Achieved the program's skills need while also creating a legacy of a skilled and qualified workforce prepared for future construction programs in the UK



London Olympics Employment and Skills Strategy Established Training and Employment Metrics

- ‘Employment & Skills (E&S) strategy outlined how it would deliver on its commitments in three main areas:
 1. Creating employment opportunities
 2. Experience and skills development
 3. Developing young people
- As a measure of success, the E&S strategy identified two key metrics:
 - 15-20 per cent of the Games-time workforce to be local (“host borough”) residents
 - 7-12 per cent of the Games-time workforce to be previously unemployed
- **1,580** previously unemployed people placed into work by the Job Skills Brokerage.
- Targeted approaches to women and apprentices (e.g., *Women in Construction* program)

Contractor Perspectives on Environmental Employment and Education

- We truly ARE in a relationship business; positive relationships depend on technical performance and mutual respect
- Projects that fully engage local businesses result in quality, schedule, and cost benefits
- Building a pipeline of trained and qualified workers is an ongoing challenge for us
- Partnerships with community-based training and workforce development companies creates competitive business advantages for CH2M