

VOLUME 3 ISSUE 8 • AUGUST 2025

The CW Tea



Monthly Newsletter from CWT Training Academy

Spilling the Tea with CWT - Weather Wake Up Call

Across the United States, communities are reeling from a string of devastating storms—floodwaters swallowing neighborhoods, infrastructure buckling under pressure, cars floating down freeways and emergency systems pushed to their limits. From California to the East Coast, these aren't just seasonal or rare events anymore. Many of these have been classified as “100-year storms”—the kind of storms that, statistically, only have a 1% chance of happening in any given year. **And yet... they're happening year after year.**

As stormwater professionals, this reality hits close to home. **These events highlight the urgent need to rethink how we design, manage, budget and maintain our stormwater systems and projects.** Aging infrastructure wasn't built for this kind of intensity. Soil saturation, runoff volumes, and pollutant loads are higher than ever. BMPs that once worked sufficiently are now under stress. While flooding and stormwater management are not necessarily the same thing, they are correlated, and they are merging into the same discussion more frequently.

So, what does this mean for us?

- **Capacity planning matters** — Our systems and management need to anticipate bigger and more frequent storms, not just rely on outdated rainfall models or practices.
- **Maintenance matters** — Cleanouts, inspections, and readiness can make the difference between overflow and resilience.
- **Education and engagement matters** — The public, property owners, developers and municipalities still need help understanding why stormwater systems are critical, especially in crisis.

As we hold space and pray for those impacted by these catastrophic events, we also double down on why our work matters. **Stormwater management isn't just an inconvenience or nuisance check box — lives are at stake.**

Let's keep learning, connecting, and improving.

Nathan Hardebeck, Owner of CWT and CWT Training Academy



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The Power of PDHs

Why investing in them makes smart business sense – for you AND your team

At CWT, we talk a lot about Professional Development Hours (PDHs) —and for good reason! PDHs, which are continuing education credits required by many licensing boards, particularly for Professional Engineers (PEs), Certified Floodplain Managers (CFMs), and other credentialed professionals, **represent an investment in your career, showcase your initiative to be on the leading edge, and highlight your commitment to your organization's bottom line.** Staying current is far more than just keeping your license(s) active; PDHs play a critical role in ensuring that licensed professionals maintain their competency, uphold public safety, and remain at the forefront of their disciplines.



PDHs aren't just about learning something new—they're about staying relevant, building confidence, and demonstrating initiative. **When employers see you investing in continuing education, they see a team member who's engaged, productive, and looking forward to career advancement.**

The 2025 ETS Human Progress Report found that:

89% of HR decision-makers say **skills credentials are needed to bridge the gap between higher education and workforce readiness.**

88% of respondents worldwide agree that **evidence-based continuous learning is essential to succeed in any career path.**



PDHs = Performance + Retention

In today's employment market, it is more important than ever to retain good employees. Employers who support learning benefit in big ways:

- **Stronger performance:** Team members with more training (especially cross-training) make the company more versatile and efficient in production and service.
- **Higher morale:** Professional development leading to career advancement shows you care about your people—and that goes a long way.
- **Retention gains:** Companies like Sam's Club and Cigna report better retention and ROI by investing in education support programs.

From tuition reimbursement to conference stipends, forward-thinking organizations are building a culture of growth and retention through professional development — **and it's paying off.**

The Power of PDHs continued

Why PDHs Matter...

1. Regulatory Compliance

For most licensed professionals, completing a set number of PDHs is required to renew their license or certification. Failure to comply can result in fines, license suspension, or the inability to legally practice. Regularly earning PDHs helps avoid a last-minute scramble and demonstrates a proactive approach to compliance.

2. Staying Current with Industry Standards

Whether it's updates to the Clean Water Act, new stormwater BMPs, or changes in building codes, the environmental and infrastructure fields are constantly evolving. PDH programs such as those offered by CWT Training Academy offer targeted education on emerging trends, technologies, and policy developments that directly impact professional practice.

3. Improving Job Performance

Investing in continuing education can lead to better project outcomes, improved design accuracy, and more efficient operations. PDHs help professionals sharpen both technical and soft skills, from GIS modeling to project management and effective communication.

4. Advancing Careers

Demonstrating a commitment to professional growth can open doors to leadership roles, new job opportunities, and industry recognition. Employers often look favorably on employees who pursue additional certifications, attend technical workshops, and engage with professional organizations.

5. Promoting Public and Environmental Safety

Especially in fields where decisions can affect communities, infrastructure, or ecosystems, professional development is directly tied to public well-being. Ongoing education ensures that practitioners apply the latest science and engineering best practices in real-world situations.



Maximize the Impact of Your PDHs!

Want to get the most out of your continuing education?

- Choose training aligned with your role and also the direction you want your career to go!
- Ask yourself, "What will make me more valuable to my company?"
- Share what you learn with your team and manager.
- Keep records of all PDHs earned, now and in the future.
- Choose quality programs that include assessment or skill demonstrations.

Course Topics Include

Navigating the Change Road

The Whole Person: Creating Your Balance

Self-Awareness and Its Impact on Your Self-Improvement

Being a Great Teammate

The Art of Feedback and Navigating Challenging Conversations to Success

Creating a Winning Culture



Unlock Your Full Potential with the Human Centered Movement

HUMAN CENTERED MOVEMENT

Take the next step in your personal and professional growth with our comprehensive Human Centered Movement. This unique course bundle is designed to equip you with vital skills and knowledge that align with the principles of human-centered workplace health and wellness.



Program Highlights

- Personal and workplace well-being
- Flexible, Self-Paced learning format
- Personal and career development skills and techniques
- Take courses individually or as a bundle
- Enroll as an individual or as a team



Why Enroll?

- Boost your career prospects by developing key human-centered skills
- Gain insights from Glenn Akramoff's personal experience in being a part of and managing municipal teams

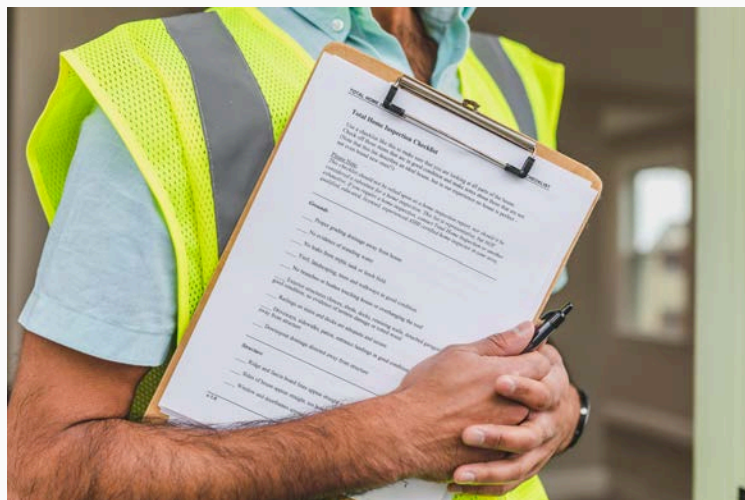
Learn More & Register Today!

www.cwtacademy.com/cun0201

Interested in Registering Your Whole Team?
Connect with us today to discuss options!
206-227-5894

Regulatory Site Inspection Preparation Guide

Whether you manage an industrial, construction, or municipal stormwater permit, the reality is your site will be inspected by a regulatory authority at some point! CWT has created this document to provide step-by-step guidance for facilities preparing for a scheduled or unannounced stormwater inspection by regulatory agencies. It helps ensure you remain in compliance with applicable site permits, improves environmental performance, and minimizes potential violations or enforcement actions.



I. INSPECTIONS OVERVIEW

Regulatory inspections (sometimes called audits) are conducted to:

- Verify compliance with federal, state, or local stormwater regulations.
- Assess the adequacy of Best Management Practices (BMPs).
- Review documentation and records required under stormwater permits.
- Observe potential pollutant sources or unauthorized discharges.

II. KEY INSPECTION ASPECTS

Inspectors may include representatives from more than one level of government:

- EPA (federal level)
- State environmental protection agencies
- Local municipal stormwater programs (MS4s)

These representatives will be examining compliance metrics for the following main areas:

- Stormwater Pollution Prevention Plan (SWPPP)
- Site Maps & Facility Layout
- Records & Documentation
- BMP Implementation and Maintenance
- Outfall Monitoring & Sampling
- Employee Training
- Visual Observations and Housekeeping
- Spill Response and Illicit Discharge Procedures

Performing self-inspections regularly is THE best way to prepare for an audit! CWT recommends monthly site walks with your compliance team.

IMPORTANT!

Regulatory Site Inspection Preparation Guide Pg. 2

Utilize the following inspection preparation checklist when notified of an upcoming visit:

1. LOCATE AND REVIEW REQUIRED RECORDS (ADVANCE OF INSPECTION)

- ☐ Ensure SWPPP documents are complete, organized, and available to inspector. Include:
 - Routine site inspection logs (weekly/monthly/quarterly, depending on permit).
 - Corrective action reports.
 - Maintenance records.
 - Training documentation for staff.
 - Discharge monitoring reports (DMRs) and lab analysis records.
 - Illicit discharge reports or incident response logs.
- ☐ Print most up-to-date site map for the walk.
Make any necessary notations for discussion.



It's a good idea to check the condition and functionality of all on-site BMPs, and perform maintenance and/or cleaning if needed.

2. PREPARE YOURSELF AND STAFF (DAY OF INSPECTION)

- ☐ Designate a knowledgeable staff member to accompany inspectors. This person should:
 - Know the SWPPP and site operations.
 - Have access to all necessary documentation and areas of the site needed to be observed.
 - Be able to answer all technical questions about stormwater practices.
- ☐ Be prepared with all tools and skills to perform the following:
 - Greet inspectors professionally.
 - Escort them at all times unless otherwise directed **.
 - Provide requested documents promptly.
 - Take notes during the inspection.
 - Take photos of any areas the inspector photographs.
 - Ask for clarification on any observations or concerns.



****Never let an inspector walk your property alone!
Discussing issues with an inspector real-time goes a long way.**

3. RESPOND TO RESULTS (IMMEDIATELY AFTER INSPECTION)

- ☐ Address any deficiencies or corrective actions immediately.
- ☐ Record all actions performed and update the SWPPP as needed.

EPA PREPARES TO WITHDRAW 2009 RULING FOR GREENHOUSE GAS EMISSIONS

Last month, we reported that EPA leadership proposed rolling back Biden-era regulations that limited greenhouse gas and toxic emissions from coal and natural gas power plants; in late July, EPA doubled down on these rollbacks and announced they intend to rescind its landmark 2009 “endangerment finding,” the scientific determination that greenhouse gas emissions pose a threat to public health and welfare. This finding has served as the legal backbone for major federal climate policies under the Clean Air Act, backing regulations for vehicle emissions, industrial pollution controls, and energy sector limits. EPA will now seek to repeal all vehicle, engine, and emission standards.

Policy, Compliance, and Regulatory Corner



Helping you navigate change in 2025

By reversing it, the EPA would eliminate the statutory authority enabling enforcement of these climate protections, significantly weakening its ability to regulate greenhouse gases. Critics argue the move disregards overwhelming science, undermines both established Supreme Court precedent (Massachusetts v. EPA), endangers public health by allowing more disease-causing pollution, and sets the stage for legal disputes; states and advocacy groups are likely to challenge the rollback in court.

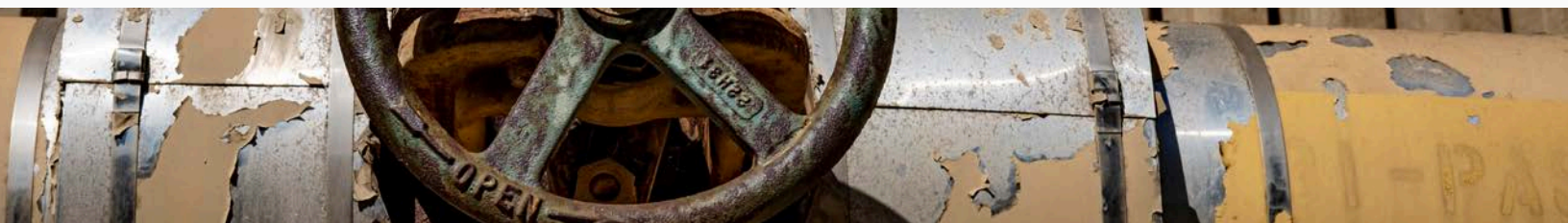
SPOTLIGHT ON: Municipal Inspections

The Washington State Department of Ecology oversees the MS4 (Municipal Separate Storm Sewer System) inspection program as part of its Municipal Stormwater General Permits, reissued effective August 1, 2024, and valid through July 31, 2029. A state-wide email released on July 10th announced that the Ecology Municipal Stormwater Permit team will be conducting on-site MS4 inspections of selected Municipal Stormwater Permittees as part of the compliance assurance process. The intent is to both evaluate compliance as well as to

assess the overall clarity and effectiveness of the permit language and requirements.

Ecology’s Compliance Assurance Program evaluates permittee compliance through audits that focus on critical elements of each Stormwater Management Program (SWMP). These audits help clarify expectations, assess permit language, and identify areas for programmatic improvement across municipalities.

This year, one jurisdiction per region from both the Eastern and Western Phase II Municipal Stormwater Permittees will be randomly selected. See pages 5 and 6 for tips on preparing for a site inspection!



AUGUST SPECIALS

Inspector-tastic!

Inspections are stressful; put some fun into your stormwater world with our “3 Things NOT to say to an Inspector” collection, on sale this month!

3 THINGS NOT TO SAY TO AN INSPECTOR



1. WHAT'S A
SWPPP?

2. IT DID IT
BY ITSELF.



3. YOU SHOULD
HAVE SEEN IT
YESTERDAY!



Take 15% off our
“Inspector” collection!
Use code INSPECTOR at
checkout thru Aug 31st.

Celebrating National Water Quality Month: Why Clean Water Matters

Take 20% off any class
or certification that starts
with a “W” by using code
WQforLife at checkout
before Aug 31.

Each August, National Water Quality Month serves as a vital reminder of the importance of clean, safe water for communities, ecosystems, and future generations. CWT Training Academy is celebrating with our **BIGGEST DEAL** of the year!.

NEW COURSES!

CWT Training Academy is proud to announce our expansion into Minnesota!

To help you manage the 2025 Minnesota Industrial Stormwater Multi-Sector General Permit (MSGP), **we've launched two new online on-demand training courses** designed to help you understand and comply with the updated permit requirements:

WMN0106 - Certified Industrial Stormwater Lead (CISL-MN)

A comprehensive certification program for SWPPP managers, engineers, and support staff. Covers 2025 MSGP requirements, legal responsibilities, SWPPP development, BMPs, sampling, and reporting.

WMN0107 - Minnesota 2025 ISW Overview

A fast-paced, 1-hour course perfect for anyone needing a clear, high-level understanding of the new MSGP requirements.

Look for new on-demand MN construction stormwater and erosion control courses to come out later this year!



ONE WATER SUMMIT 2025 - RECAP AND CONGRATS!



Last month, our CWT Project Manager and newsletter writer attended the US Water Alliance's One Water Summit in Pittsburgh, PA. Since 2016, One Water Summit has sparked innovation by creating unique spaces for collaboration—centered around timely water challenges and solutions—through engaging plenaries and workshops, dynamic learning labs and site-visits, and plenty of networking time between individuals, organizations, and delegations.

One Water Summit 2025 featured...

- 726 registrants from across the globe
- 100+ speakers in our four Plenaries, six Learning Labs, and 20 Concurrent Sessions
- Spotlitged 38 Delegations through Peer Exchanges and Commitments to Action
- 10 US Water Prize winners leading innovation in One Water

One of these US Water Prize winners was the Washington State Department of Ecology for the [Floodplains by Design program](#). This program brings together local agencies, Tribes, nonprofit entities, and landowners in Washington's river floodplains to identify challenges and plan locally driven solutions that reduce flood risks, restore critical salmon habitat, support agriculture, and strengthen local economies. [Check out this video to learn more about this and the other 9 Water Prize winners.](#)

CONGRATULATIONS!



2025 US Water Prize Winner

Outstanding Public Sector Organization
Washington State Department of Ecology

UPCOMING EVENTS

Trainings, conferences, fun, and other happenings to keep you in the know in 2025

We are booking our public, private, in-person, and virtual courses and trainings for October - December 2025 now! Reach out to info@cwtaacademy.com or visit cwtaacademy.com to check out all of our event offerings

Come See the Academy!

- CASQA 2025 Annual Conference
September 15-17, Pasadena California
- Washington APWA Fall Conference
October 15-16, Yakima, Washington
- Soil and Water Conservation Society Conference
August 3-6, Costa Mesa, California
- StormCon 2025
August 26-28, Orlando, Florida
- International Conference on Water
September 4-5, Seattle, Washington
- Idaho Stormwater Conference
September 16, Boise, Idaho
- WEFTEC Tech Expo and Conference 2025
September 27-October 1, Chicago, Illinois

Other Events and Happenings

