

# The CW Tea



**Monthly** Newsletter from CWT Training Academy

## Waves of Change

As predicted, January kicked-off what is shaping up to be a year of significant change in the stormwater and environmental industries! At the federal level, the administration change has already created waves of change in the form of numerous executive orders and policy changes. At the state level, 21 states recently enacted or are drafting new stormwater permits for municipal, construction, and industrial permittees. Some of these permits, such as the 2025 Washington Industrial Stormwater General Permit (ISGP) and the draft 2025 Minnesota Multi-Sector General Permit (MSGP) introduce requirements for PFAS sampling of stormwater discharge – the first of their kind! Other requirements for 6PPD-q sampling; client, customer, and vendor SWPPP training; and additional reporting requirements have been introduced to stormwater permits across the country. Many jurisdictions are adopting stricter permitting requirements, green infrastructure incentives, and updated design standards to mitigate flooding and pollution. More detailed information about additional changes and permit interpretations are provided in our Regulatory Corner, page 4.

As with all change, there is also opportunity! In addition to our upcoming events, conferences, and trainings, the Academy offers numerous courses and resources for you to learn more, understand your permit better, find new BMPs for your sites, work with our laboratory community, and ultimately understand stormwater and environmental effects.

It truly is a Fluid Situation! Personally, I am going to listen to Glenn Akramoff's "Navigating the Change Road" again to help me find my bearings!

*Nathan Hardebeck, Owner of CWT and CWT Training Academy*



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# Environmental Learning Center

CWT Training Academy is dedicated to providing comprehensive, industry-leading education on environmental sustainability and compliance. Our programs are designed to help professionals, students, and organizations gain the knowledge and skills necessary to make a positive environmental impact in their communities and industries. As we continue to develop the content for the Environmental Learning Center **we are looking for additional instructors and course content**. Please contact us if you have ideas!



**The overall number of environmental jobs projected to increase by 2030**



**The amount that individuals with environmental training are more likely to advocate for best practices within the workplace**

## Why Choose the Environmental Learning Center?

- **Industry-Relevant Curriculum:** Courses designed with input from industry experts ensure that you receive the most current and applicable environmental practices and standards.
- **Flexible Learning Options:** Our online courses are accessible anywhere, at any time, to fit your schedule, whether you're a full-time professional or a dedicated student.
- **Career-Enhancing Certifications:** Gain recognized certifications to enhance your resume, qualify for new job opportunities, and increase your earning potential.
- **Community and Support:** Join a community of like-minded individuals, industry professionals, and mentors committed to environmental health and sustainability.



# Academy Offering Highlight

## Educational Program Coordinator (EPC)

Employee training is a critical component of organizational success, whether you're from the industrial, construction, municipal, academic, or any other sector; however, it can be difficult to keep track of the ever-changing requirements for employee education, certification expiration dates, or continuing education credits, especially when you have limited support staff. **A CWT Training Academy Educational Program Coordinator (EPC) is your solution for all of your employee education, training, tracking, and administrative needs.**



*“It was almost like I had a whole extra person on my team to take care of the things I didn't have time to focus on, but had to get done. ~Happy EPC Client”*



An EPC is a dedicated member of our staff assigned to your account who will work with you to identify which training requirements are necessary (whether the Academy offers them or not), for which staff, and at what frequency, to ensure your organization reaches your training goals and requirements. EPCs will work with you to develop and customize your Portal, and install your Education Reporting System (ERS) dashboard that meets your needs and keeps you on top of all trainings and certifications for all of your staff. **Our EPCs help you select the frequency, customizations, and reporting that will make your training system effective and efficient for your team.**

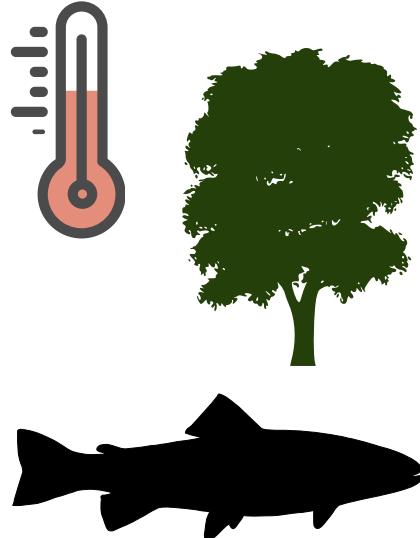
Contact us today to find out how a dedicated CWT Academy Educational Program Coordinator (EPC) can expand your staff, increase your bandwidth, and take the guesswork out of employee training and certification tracking for your company!

 [www.cwtacademy.com](http://www.cwtacademy.com)  [info@cwtacademy.com](mailto:info@cwtacademy.com)



SCAN ME

A growing topic in stormwater management discussions is the relationship between surface water infiltration and groundwater. Recent court cases, such as those in Maui, have introduced the term **“functional equivalent discharge to surface water”** to require the sampling of stormwater samples must be collected after infiltrating the soil.



## Policy, Compliance, and Regulatory Corner



*Helping you navigate change in 2025*

In other locations, **temperature is becoming an additional regulated pollutant**, prompting new municipal requirements for incorporating shade trees into urban environments to reduce the urban heat island effect. This presents challenges for MS4s, which must balance implementation of these BMPs with factors such as increased street sweeping and debris cleanup, root damage to infrastructure, and other urban tree-related safety concerns. Meanwhile, **the construction industry is exploring alternatives to plastic sheeting and sediment fences in response to growing efforts to reduce microplastic pollution**. Government-imposed tariffs may further impact the availability and cost of certain imported BMPs commonly used in stormwater management. CWT is tracking these regulatory developments and will offer courses and trainings to help you navigate the change.

### SPOTLIGHT ON: Clean Water Act

During the first few weeks of the new presidential administration, several executive orders have been issued, and more are sure to come, that may impact the quality of our waters or even threaten the Clean Water Act (CWA). One of these is the “Unleashing American Energy” order, which fast-tracks permitting for oil, natural gas, coal, hydropower, biofuels, critical minerals, and/or nuclear energy projects that may conflict with CWA protections. The CWA has been in place since 1948 and has sweeping jurisdiction and influence on federal, state, and local policy. To learn more, check out our “CWA Lawsuits” workshop, which can be taken on-demand.

A graphic for a workshop. It features a blue and white abstract background with a water droplet icon containing a green leaf. Text on the right includes "CWT Training Academy", "NATIONWIDE", "CLEAN WATER ACT LAWSUITS", "WUS0113", and a "WORKSHOP" button.

#### Clean Water Act Lawsuits

WUS0113, \$49.00 per Learner





## Washington ISGP 2025 Permit Changes Overview

This ISGP introduces new and significant considerations for management. Here are a few!

- There are additional employee and now on-site vendor training requirements. Permittees will need to consider how to effectively implement these new rules at facilities.
- Permittees are required to update their SWPPP with the new ISGP requirements before May 15. Reach out to CWT if you need assistance with these updates!
- Types of businesses with activities not previously required to have permits are now included in this proposed change; e.g. truck fleets, forklifts at warehouses, etc. - **check your NAICS code in the permit to ensure you know your sampling requirements.**
- Transportation Permittees will need to start sampling for PFAS immediately, and 6PPD-q in 2026. These will be documented as “report only” for now, but significant challenges related to laboratory method, cost, sample handling, etc. exist for these Permittees.

**CWT Training Academy**

**Live In-Person WA ISGP Workshop**  
**February 4, 2025**

This one-day course will provide an overview of the 2025 ISGP which regulates industrial stormwater in Washington. **This workshop is for ISGP Permittees only.**

Topics covered will include Plan writing, Inspections, Sampling, Reporting, and BMPs & new 2025 Permit Requirements.

**What to Bring:** sack lunch, water bottle, and something to take notes on.

**Hosted by City of Kirkland.** \$275 per person.

**CLICK BELOW TO REGISTER:** [ISGP WORKSHOP DATE:](#)

**Feb 4, 2025 In-Person WA ISGP Workshop**

[www.cwtacademy.com](http://www.cwtacademy.com)  
Ph: 206-227-5894

**ISGP WORKSHOP DATE:**  
 **Location:**  
City of Kirkland Public Works  
915 8th St.  
Kirkland, WA 98033  
**Time:** 9am-4pm

**REGISTRATION EXTENDED THRU FEB 3, 2025.**



CWT has been tracking and responding to various permit language changes and have been in constant discussion with Ecology to gain further clarity. There are some significant discrepancies between the permit language, the permit intention, and the ability for permittees to implement. The items and notes above are our best professional judgements and current interpretation based on the numerous conversations with Ecology, but they are subject to change as we continue this evolving situation. Join us for this upcoming workshop discussing these and other ISGP changes on February 4 - registration is open until February 3!

# 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 2025 now! Reach out to [info@cwtacademy.com](mailto:info@cwtacademy.com) or visit [cwtacademy.com](http://cwtacademy.com) to check out all of our event offerings

Come see CWT!!

- [NEBC Managing Stormwater in Washington](#)  
March 4, Tacoma, Washington
- [Washington CESCL Certification](#)  
March 4, Bothell, Washington
- [Oregon CESCL Certification](#)  
March 11-12, Salem, Oregon



Other Events and Happenings

- [Stormwater USA 2025](#)  
February 24-25, Orange County, California
- [2025 IECA Annual Conference](#)  
February 25 - 28, Richmond, Virginia
- [Urban Water Institute Spring Conference](#)  
February 26-28, Palm Springs, California
- [Smart Water Utilities USA Convention](#)  
March 12-13, Anaheim, California

