

# The CW Tea



Monthly Newsletter from CWT Training Academy

New Look and Layout!

## New Year - New You!

As we step into the new year, it's the perfect time to reflect on our personal and professional journeys, especially in the ever-evolving environmental sector. As many of you likely share, 2024 was a year of big changes and developments, and the Academy wants to carry that momentum into 2025 with a focus on **a New Year and a New You!**

As we chart a course for success in 2025, the environmental field presents unique opportunities for leadership at every level. From innovative approaches to permit compliance, to addressing climate change, to advancing green technologies, the demand for skilled, visionary leaders is greater than ever. This year, it's time to harness your passion for the planet and translate it into impactful action. Whether you're an aspiring leader or looking to refine your expertise, **the path to growth involves continuous learning, strategic networking, and embracing new perspectives.** Together, we'll explore how to cultivate the skills, resilience, and mindset needed to thrive in an industry that is shaping the future of our world.

**The start of a new year offers a fresh opportunity to set bold goals, develop meaningful skills, and embrace the leadership potential within all of us.** Whether you're looking to elevate your career, enhance your impact on sustainability, or inspire change in your organization, now is the moment to invest in your growth. This newsletter will provide you the resources to know what is going on in the **water, safety, career development and environmental** worlds, and the tools to train yourself and your team to respond to dynamic changes and needs.

**Let's make 2025 the year of transformation and impact!**

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



**Congratulations STORM-E  
Graduates!**

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**Upcoming Events and  
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## LEARNING AND GROWING IN 2025!

CWT Academy trained **over 1,700 new people through online courses and had over 2,600 enrollments in trainings and other services in 2024**. We can't wait to bring you even more structured and valuable content in 2025. We've launched our **new Career Development Learning Center** to help you reach your highest potential!



Ready to boost your leadership and communication skills? Start with the newly launched **Human-Centered Leadership Prerequisite Bundle (Course CUN0201)**!

This on-demand course is an essential first step towards unlocking the power of effective leadership, dynamic change management, and impactful communication. This exclusive program is designed to fully prepare you for the **Live Human-Centered Movement Workshop with Glenn Akramoff**. You must successfully complete the prerequisite bundle to be eligible for participation in the Live Workshop.

Through six immersive courses, you'll gain the tools, insights, and confidence needed to lead with purpose and **inspire meaningful change in your organization and community**. Courses include:

- Navigating the Change Road
- The Whole Person - Creating Your Balance
- Getting to Know the Power of Self-Awareness and Improvement
- The Art of Feedback and Navigating Challenging Conversations to Success
- Being a Great Teammate
- Creating a Winning Culture

Through January 31st, receive a **free bonus** 15-minute workshop: ***“Keys to Workplace Morale”*** when you register for this bundle.

Use code “**NEWYEAR**” at checkout!

### HUMAN **CENTERED** MOVEMENT



SCAN THIS QR TO LEARN  
MORE ABOUT THIS BUNDLE

Register now to fully unlock your potential and drive impactful change in your career and organization with **a New Year and a New You!**



## INTRODUCING: ACADEMY UNFILTERED!



# ACADEMY

U N F I L T E R E D



## PUDLE CAST

**Topics:** Water, Environmental, Safety, and Career Development

Join the conversation as industry experts discuss critical topics in visually engaging or audio-only formats. From professional insights to environmental trends, this series covers it all!

## THE CATCH BASIN

**Topics:** A fresh spin on industry challenges

Tune in for editorials and interviews tackling diverse topics, all in an audio-only experience. Perfect for learning on the go!



*The Catch Basin  
Podcast*

Dive into a world of learning, growth, and inspiration with Academy Unfiltered podcasts, where industry professionals and special guests bring you engaging conversations across multiple platforms! Whether you're here to boost your career, explore environmental issues, or just soak up some knowledge, we've got you covered.

Check out our website to learn more **about the different types of podcasts** we're delivering in 2025, or simply search for your favorites on Spotify! [Watch & Listen Now on Spotify](#)



## Redefining WORKPLACE SUCCESS

with Glenn Akramoff

**Topics:** Personal Growth, leadership, and teamwork

Discover strategies to become your best self, an exceptional teammate, and a remarkable leader. Glenn Akramoff's series will inspire you to have a human centered approach and know that Mission Matters as you navigate your career.

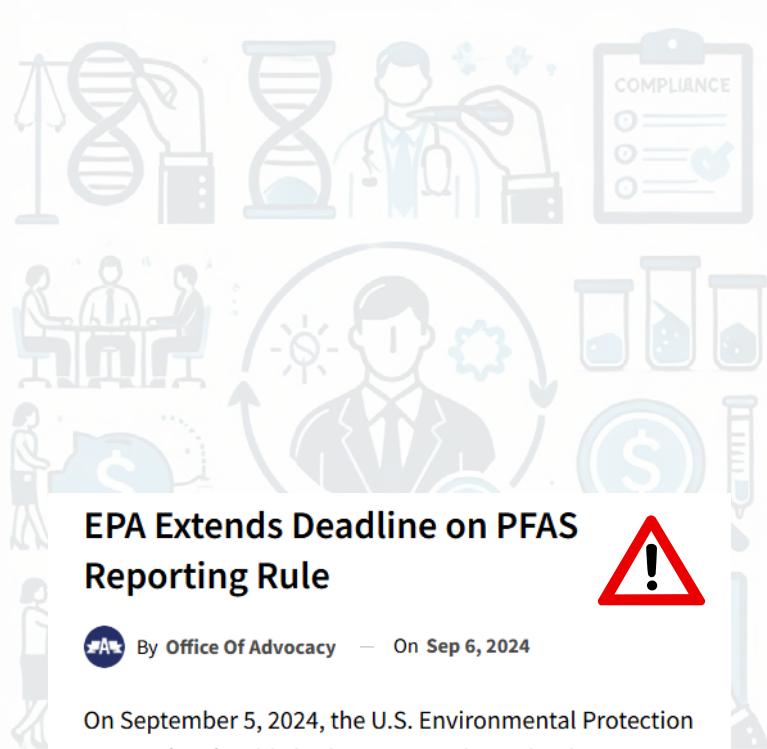
## THE DEEP END

with Alex and Izzy

**Topics:** Academy courses, services, and more

Dive deep into the latest updates on Academy offerings! Alex and Izzy share insight on courses, materials, and initiatives to help you succeed.





# Policy, Compliance, and Regulatory Corner



Helping you navigate change in 2025

## EPA Extends Deadline on PFAS Reporting Rule

By Office Of Advocacy — On Sep 6, 2024



On September 5, 2024, the U.S. Environmental Protection Agency (EPA) published a notice in the Federal Register extending the Toxic Substances Control Act (TSCA) reporting and recordkeeping deadlines for perfluoroalkyl and polyfluoroalkyl substances (PFAS).

The original reporting date for the rule was November 12, 2024. EPA has now extended the deadline by eight months to July 11, 2025.

In 2025, environmental regulation changes in the United States are expected to reflect the shifting political landscape and ongoing debates over climate policy. With a renewed focus on balancing economic growth and environmental protection, federal agencies such as the Environmental Protection Agency (EPA) are likely to implement updated regulations on greenhouse gas emissions, **contaminants of emerging concern such as PFAS and 6PPD**, and climate resiliency, targeting industries like energy, manufacturing, and transportation.

## SPOTLIGHT ON: PFAS Regulations

Major PFAS manufacturer 3M has committed to ceasing production of all PFAS chemicals by the close of 2025. This is a huge shift in the world of emerging contaminants and goes hand in hand with stricter regulations around these chemicals. Starting in January of 2025, sales of many common products that contain PFAS, such as cookware, clothing, takeout containers, and cleaning products, will be prohibited or restricted in several states including California, New York, and Minnesota. Other states will surely follow suit, and we'll be keeping a close eye on how these policies inform environmental regulations across the country.



City of Riverside, CA

# Congratulations STORM-E Graduates!

STORM-E (Stormwater Training for Operations, Road Maintenance and Engineering) School is a **CWT Training Academy exclusive** training program for municipal operations, managers, elected officials and engineers. Over the course of several weeks, students complete the certificate program comprised of 11 different topics that address stormwater program management content and make up a complete MS4 Program. CWT Training Academy is thrilled to recognize that the first cohort of STORM-E School participants graduated in December!!

Among our group of graduates are Fernanda and Ryan, pictured here, who received the PUDLE Pack by completing and sharing course content including:

- Public Works Erosion and Sediment Control
- Illicit Discharge Detection & Elimination (IDDE)
- Spill Control and Response
- Source Control Program Management
- Public Education and Outreach
- MS4 Infrastructure Inspection and Maintenance
- MS4 Program Management
- Stormwater Regulation Overview
- Low Impact Development (LID)
- Introduction to Stormwater Plan Writing
- Introduction to Stormwater Sampling

The content of each course has been developed with input from municipalities and regulators to provide the most comprehensive training program available - when you need it, when you want it, and on your own schedule. We created STORM-E School to provide a platform of education unlike any other...

**Congratulations to all of our 2024 graduates. Register yourself or your team for the next cohort in 2025!**



# 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!!

- Mid Willamette Conference - Nathan will be giving the keynote address! January 21, Salem, Oregon
- 2025 MECA Annual Conference & Trade Show - January 28-30, Waite Park, Minnesota



## STORMWATER USA 2025

- Young Professionals Summit - American Water Works Association - February 9-11, Dallas, TX
- 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

## Other Events and Happenings

