

VOLUME 3 ISSUE 6 • JUNE 2025

# The CW Tea

Monthly Newsletter from CWT Training Academy



## Spilling the Tea with CWT - Thank you, Defenders!!

Thank you so much to everyone who joined us for the **Stormwater Defenders Headquarters Open House**! Over the coming weeks, we will be carefully reviewing all the feedback, survey responses, and data we collected during the event. Your input is invaluable and will play a key role in helping us chart the course for the next phase of this exciting initiative.

For those who are just learning about us, the **Stormwater Defenders Headquarters is a virtual science center dedicated to stormwater education and outreach**. Our vision is to create an engaging, accessible platform that connects with people of all ages – from curious kids just beginning to explore science, to students looking for a future career in the stormwater or environmental industries, to professionals and municipal partners seeking innovative educational tools. We believe the Headquarters has the potential to become a **foundational resource for raising awareness, promoting community engagement, and supporting education across the stormwater sector**. Not only can it deliver content efficiently and cost-effectively, but it can also complement and integrate with existing programs, resources, and initiatives already being developed by organizations, schools, and municipalities.

The future of this program is filled with exciting opportunities, and over the next few months, we'll be holding discussions, brainstorming sessions, and planning meetings to explore the many possible directions we can take. **If you or your organization are interested in partnering with us, or if you'd like to explore how the Headquarters, or a customized version of it, might fit into your outreach or education efforts, we would love to hear from you.** Go to [PUDLEOutreach.com](http://PUDLEOutreach.com) to schedule a time to discuss how to Enlist program or how you can use Headquarters for your program.

Again, thank you to everyone who participated, shared their thoughts, and supported the Stormwater Defenders Headquarters. **We're energized by your enthusiasm and can't wait to see where this journey takes us next!**

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

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# THANK YOU, DEFENDERS!!

CWT has had an incredible circuit of conferences, trainings, tradeshows, and other opportunities across the country to connect and share the Stormwater Defenders (and a few Degraders!) with all of you. Thank you for a great 2025 so far!



LINDSEY BRIGHTON  
CITY OF NEWARK, OH

Hundreds of people got to witness the PUDLE Outreach Program firsthand. Those that visited Stormwater Defenders Headquarters got to experience our first-of-its-kind virtual stormwater science center and learn of its potential to bring top notch stormwater education materials and fully customizable content.



STORMWATER  
DEFENDERS PHOTO OPS!



KATHRYN THOMASON (ION-X) &  
ALEC SNOW (SGT STORMWATER)



STORMWATER DEFENDERS

# Is College Still Worth It?

## Exploring Post-Secondary Pathways: Don't Overlook the Trades

When we think about post-secondary pathways, many people immediately picture four-year universities or colleges. In light of rising tuition costs, easier access to remote learning, and a diminishing workforce in the trades, the value of a traditional degree is being questioned. The truth is, there are many ways to continue learning and build a successful career after high school — and one of the most rewarding and in-demand paths is through the skilled trades, **which now include stormwater and environmental trajectories, such as infrastructure performance monitoring, green stormwater maintenance, and many others.**



These careers often start with a combination of apprenticeships, technical programs, or trade schools, where students gain both hands-on experience and technical knowledge. Many of these programs are **shorter and more affordable than a traditional university degree**, and they lead directly into well-paying, stable careers with deep job satisfaction.



It's important for students and families to recognize that post-secondary success isn't a one-size-fits-all journey. Whether you choose college, a trades program, or another type of **specialized training such as offered through the CWT Training Academy**, the key is finding the path that matches your interests, strengths, and goals. For those who like working with their hands, solving problems, and learning by doing, the trades can open the door to a fulfilling and financially secure career,



## *The Demand for Trades is on the Rise*

What makes trades so appealing? For one, they offer practical, real-world work that many people find deeply satisfying — you can see the tangible results of your skills every day. Plus, demand for skilled tradespeople is growing, with many industries facing worker shortages and an aging workforce.

## SUPREME COURT REDUCES ENVIRONMENTAL REVIEW REQUIREMENTS UNDER NEPA

In a major ruling on Thursday, the U.S. Supreme Court **narrowed how the National Environmental Policy Act (NEPA) applies to infrastructure projects, reversing a lower court decision and reducing the scope of required environmental reviews.**

NEPA, a landmark environmental law from the 1970s, requires federal agencies to prepare environmental impact statements (EIS) for projects, outlining potential environmental effects and alternatives. However, it does not dictate how agencies must conduct these reviews — that discretion is left to the agencies themselves. The case centered on an 88-mile railroad line proposed in Utah's oil-rich Uinta Basin. A lower court had ruled that the U.S. Surface Transportation Board

## Policy, Compliance, and Regulatory Corner



*Helping you navigate change in 2025*

failed to sufficiently analyze the broader environmental impacts, including upstream oil drilling and downstream refining, but the **Supreme Court disagreed**. The opinion stated that NEPA only requires agencies to review the direct environmental effects of the project in question — in this case, the railroad line itself — not the broader, separate impacts of related activities like oil drilling or refining. The Court also emphasized that federal courts should defer to agency expertise in such matters. This decision follows a trend that requires state agencies and local government to regulate policy and to protect resources to the extent each entity feels sufficient..

### SPOTLIGHT ON: GSI Maintenance



Green Stormwater Infrastructure (GSI) **maintenance technicians play a vital role in keeping our communities resilient and sustainable**. These skilled workers maintain systems like rain gardens, green roofs, permeable pavements, and bioswales — all designed to manage stormwater naturally, reduce flooding, and improve water quality for environmental and human health protection.

Their work includes inspecting, cleaning, repairing, and monitoring these systems to ensure they function properly year-round. As cities invest more in green infrastructure to meet environmental goals, **demand for trained GSI maintenance technicians is growing, offering a career path that supports both communities and the environment**.

These and similar technician careers are viable, successful alternatives to the traditional college pathway and CWT is investing in supporting these options. **Check out our relevant courses and Defender Mission Packs for more info!**





**STORMWATER**  
IS ONE WORD

Want Customized PUDLE Gear?

We can create apparel, posters, BMP guides and other communications with your logo, add unique slogans or artwork to your purchased apparel, design your own storm drain artwork with a marker or painted mural.

Check out  
[www.pudlegearcustom.com](http://www.pudlegearcustom.com) and  
 reach out to us with your ideas!

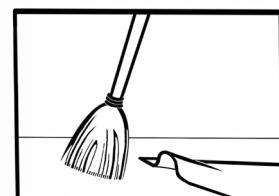
# June Sale! 15% off!

[PUDLEGear.com](http://PUDLEGear.com)

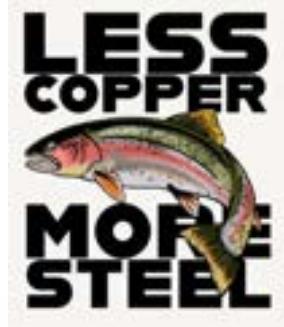


Discount code **THANKYOU25**

Valid June 1-30, 2025 No min purchase



DON'T SWPPP IT UNDER THE RUG

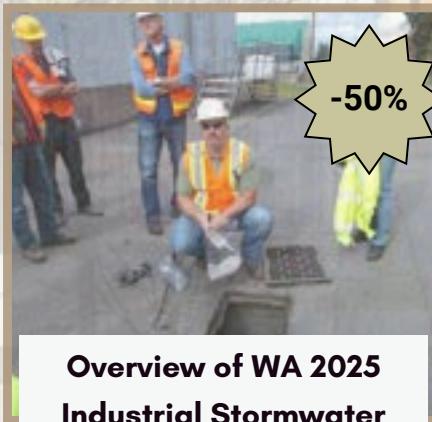


# HUGE INDUSTRIAL STORMWATER SALE AT CWT TRAINING ACADEMY!



**Certified Industrial  
Stormwater Lead  
(CISL) Washington**

[REGISTER](#)



**Overview of WA 2025  
Industrial Stormwater  
General Permit (ISGP)**

[REGISTER](#)



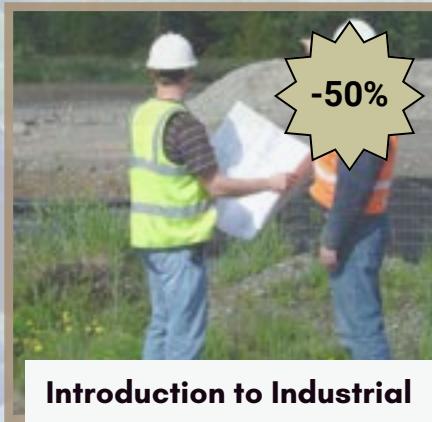
**Certified Industrial  
Stormwater Lead  
(CISL) Oregon**

[REGISTER](#)



**Overview of OR 1200Z  
Industrial Stormwater  
General Permit**

[REGISTER](#)



**Introduction to Industrial  
Stormwater Pollution  
Prevention Plan (SWPPP)**

[REGISTER](#)



**Challenging Aspects of  
Industrial Stormwater  
Management**

[REGISTER](#)

Looking for more? Check  
out the [CWT Training  
Academy](#) website for our  
full course catalog.



**CWT  
Training  
Academy**



**PRofessional Industrial  
Stormwater Manager  
(PRISM)**

[REGISTER](#)



# UPCOMING EVENTS

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

## Industrial Stormwater Sale!

Get a whopping 50% off the courses on the previous page. Use code **INDSTORM25** at checkout June 1-30.

We are booking our public, private, in-person, and virtual courses and trainings for October - December 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!

Other Events and Happenings

- [Managing Stormwater in Oregon Conference](#)  
June 18, Portland, Oregon
- [WEF/WEAT Collection Systems and Stormwater](#)  
July 15-18, Houston, Texas
- [US Water Alliance One Water Summit](#)  
July 8-11, Pittsburgh, Pennsylvania
- [NACWA Utility Leadership Conference](#)  
July 22-25, Colorado Springs, Colorado
- [StormCon 2025](#)  
August 26-28, Orlando, Florida
- [Idaho Stormwater Conference](#)  
September 16, Boise, Idaho

