

The CW Tea



Monthly Newsletter from CWT Training Academy

Taking Training to a New Level

Recent changes in stormwater compliance and permitting signal a significant shift in how municipalities, industries, and developers must manage runoff and water quality. New regulatory measures, driven by the USEPA and state-level agencies, emphasize stricter pollution controls, enhanced monitoring requirements, and increased accountability for stormwater discharges. Updated permits now require more robust best management practices (BMPs), expanded reporting obligations, and sampling for emerging contaminants such as PFAS, 6PPD-q, and microplastics. However, **meeting these evolving requirements demands more than just infrastructure updates—it requires comprehensive training programs** to ensure that workers, inspectors, and managers understand and can implement your compliance measures.

Proper training is not just a regulatory requirement; it is a critical component of ensuring both environmental protection and worker safety. Employees responsible for stormwater management must be well-versed in identifying potential sources of pollution, maintaining BMPs, and accurately reporting data. Without adequate education, even the most well-intended compliance efforts can fall short, leading to violations, fines, and environmental harm. As regulations continue to evolve, agencies and organizations must invest in ongoing training and certification programs to keep their workforce prepared. CWT Training Academy offers a multitude of trainings, certifications, workshops, and other resources to enhance your staff knowledge, and is continuously expanding our course catalog to bring you training content for new sectors, new geographies, and new regulatory challenges. **Explore our offerings, reach out for compliance assistance on your site, and be sure to come meet the team at an upcoming event!**

Nathan Hardebeck, Owner of CWT and CWT Training Academy



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Nationwide Training Opportunities!

There has never been a better or more pivotal time to ensure you and your staff are as up to speed as possible on their education. **CWT Training Academy offers a wide variety of water, environmental, safety, and professional development trainings that are applicable to, and helpful for, entities all across the country.** These virtual courses are not state-specific, but rather cover policy, regulation, skills, and practices that may be applied anywhere!

Below is our current list, which is growing every day. Many courses may be bundled, or are already inclusive of comprehensive training topics, **such as our new CASM, PRISM, and PSCIC Certifications. Contact us today to take your training to a new level!**



www.cwtacademy.com

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Professional Course Content	Course #	Cost
Building Your Public Works Maintenance Career	CUN0100	\$ 49
Keys to Workplace Morale	CUN0101	\$ 25
Perimeter Controls for Construction Activity	WUN0101	\$ 25
Covering Controls for Construction Activity	WUN0102	\$ 25
Conveyance and Controls for Construction Activity	WUN0103	\$ 25
Developing an Effective Sampling Program	WUN0104	\$ 95
Environmental Water Treatment (EWT) Overview	WUN0109	\$ 95
Public Works Erosion and Sediment Control **	WUS0100	\$ 49
Illicit Discharge Detection and Elimination (IDDE) Overview **	WUS0101	\$ 49
Spill Control and Response **	WUS0102	\$ 49
Source Control Program Overview **	WUS0103	\$ 95
Public Education and Outreach Programs **	WUS0104	\$ 49
MS4 Infrastructure Inspections and Maintenance **	WUS0105	\$ 140
Municipal Separate Storm Sewer System (MS4) Program **	WUS0106	\$ 95
Stormwater Regulations Overview **	WUS0107	\$ 95
LID Overview **	WUS0108	\$ 95
Introduction to the Stormwater Plan **	WUS0109	\$ 49
Introduction to Stormwater Sampling **	WUS0110	\$ 95
Clean Water Act Lawsuits	WUS0113	\$ 49
Professional Industrial Stormwater Manager (PrISM)	WUS0114	\$ 475
Professional Source Control Inspector Certification (PSCIC)	WUS0115	\$ 650
Intro to an Industrial Stormwater Pollution Prevention Plan	WUS0116	\$ 49
Construction Activity Stormwater Manager (CASM)	WUS0118	\$ 400
BUNDLE Course Content	Course #	Cost
Human-Centered Leader Prerequisite Bundle	CUN0201	\$ 240
Erosion and Sediment Control BMPs - Bundle	WUN0100	\$ 49
STORM-E School - Bundle	WUS0111	\$ 650
IDDE/Spill Control - Bundle	WUS0112	\$ 95
Challenging Aspects of Industrial Stormwater Management	WUS0117	\$ 350

**included in Storm-E bundle

Professional Services Overview

Did you know that in addition to the training and certifications you know and love, CWT Training Academy provides a wide variety of professional services for business, government agencies, K-12 training and education, and many other sectors and programs? We have a great team of experts ready to help you on a special project or a new initiative.

Contact us for any questions related to the below service offerings, and come meet the CWT Training Academy team at an upcoming event (see pages 5 and 6 for dates)!



Videography and Video Production

Creating your own training content, instructional video, or commercial? Our crew can work with you to storyboard the messaging and capture the scene with the highest definition cameras in the market.



Outreach and Education Services

Our team of experts can assist you in developing content, graphic design, website development, printed materials and merchandise to support your education and outreach program, in both physical or digital formats. Develop your own or launch from our artwork to develop customized outreach and awareness merchandise and apparel.



Enrollment and Registration Support

If you're looking to host a live in-person or virtual course, setting up an educational training, or processing registrations for an event, we can help. Our staff are also available on an as-needed basis to support your team getting registered and squared away with any trainings or conferences on their list.



Learning Management System (LMS) Integration

Have your own LMS and want to figure out how to incorporate Academy content? Want to start an LMS with the Academy? We have experience integrating platforms and can work with you to develop a branded LMS system specific for your team or clients.

In earlier editions of this newsletter, we reported on significant changes expected to the National Environmental Policy Act (NEPA) implementation and oversight within the Trump administration. An Executive Order called “Unleashing American Energy” issued in January revoked a 1977 President Carter Executive Order directing the federal Council for Environmental Quality (CEQ) to issue regulations to federal agencies for NEPA implementation, and **instead directed CEQ to propose rescinding these regulations.**



SPOTLIGHT ON: Microplastics

The term “microplastics” was first coined almost 20 years ago, but the speed at which this emerging contaminant has become a top concern has been staggering. A study released in February 2025 shows that the average human brain contains the same amount of plastic as what comprises a plastic spoon – an extraordinary volume that has increased by as much as 50% in the last decade.

Policy, Compliance, and Regulatory Corner



Helping you navigate change in 2025

This is a massive shift in NEPA policy that is still unfolding, but a new release from CEQ in late February **indicates that a full repeal of all current NEPA implementing regulations will be coming in an interim rule effective April 11, 2025**. Modified guidance for implementation by federal entities is forthcoming, with the intent to streamline and expedite permitting approvals for proposed activities.

Public comment on this interim rule will be accepted through March 27, 2025 – response to comments will be included in the final rule.

Regulations on microplastics are expected to tighten as research confirms their impact on human health and ecosystems. Industries may face stricter requirements for wastewater filtration, biodegradable alternatives, and product labeling to limit microplastic pollution. California’s SB 1263 (2022) requires the state to develop a strategy for addressing microplastics in drinking water and the environment, making it the first U.S. state with a formal action plan against microplastics. More states are sure to follow suit, especially if federal policies are slow to move forward with regulation.



UPCOMING EVENTS

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

Travel restricted?
Check out our on-demand training or schedule a private course today!



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

Come see CWT!!

Other Events and Happenings



- [CESCL Full Certification](#)
March 11-12, Salem, Oregon
- [ISGP 2025 Workshop Tour](#)
Various Dates/Locations, April-July (see next page)
- [Ohio Stormwater Conference](#)
May 8-9, Sandusky, Ohio



Live &
On Demand



2025 ISGP Workshop

I was in your class earlier this week for the Industrial Stormwater Permit overview. I thought your class was very informative and my colleague and myself took a lot away from those hours. Thanks a lot! – William M

Live Workshop Description

This is a full day workshop that covers the new 2025 WA Industrial Stormwater General Permit requirements and goes in depth on programmatic elements such as SWPPP requirements, sampling plan and BMPs to build a successful stormwater program at your facility.

The workshop is for permittees only to allow a safe space place for tough questions.

To register go CWTAcademy.com or contact info@CWTAcademy.com.



Current Locations

Puyallup - April 1
Woodinville - April 7
Bellingham - April 30
Vancouver - July 15

Interested in hosting?

We are seeking new locations through August of this year.



Can't Make a Live Event?

The Academy offers on-demand courses that can be taken from any smart device so you can fit it into your schedule.

[WWA0106 CISL-WA](#)

[WWA0107 Overview of the 2025 ISGP](#)

Check the website for new dates and locations!

CWTAcademy.com