



# ***Environmental Advisory Board***

## **Meeting Agenda**

May 28, 2025 3:00 P.M.

Centennial II HR Conference Room B

805 Central Avenue, Cincinnati, Ohio 45202

Virtual Attendance through Microsoft Teams

### **Order of Business**

- I. Public Comment**
- II. Call to Order**
- III. Administrative Action\***
  - Approval of April 23, 2025 – Meeting minutes
- IV. Office of Environment and Sustainability Comments**
  - TBD
- V. Information/Updates**
  - Building Performance Standards presentation at CEI Committee on 5/20/25
  - City Budget Updates
- VI. Items for Vote\***
  -
- VII. Presentations**
  - Green Workforce Assessment – Brandon Rudd, Cincinnati Regional Chamber; Thanapat Vichitchot, FUSE- OES
  - GCP and Equity – Ollie Kroner, OES
- VIII. Open Discussion**
  - Comments on Action with Policy Focus:
    - i. Codifying Environmental Justice
- IX. Next Meeting**
  - June 25, 2025, at 3pm; Centennial II HR Conference Room B; 805 Central Avenue, Cincinnati, Ohio 45202
- X. Adjournment**

*\*Board Action Requested*

### **Agenda Packet Materials:**

- Draft meeting minutes from 4/23/2025
- Green Workforce Assessment: [https://cincinnatichamber.com/wp-content/uploads/2025/05/2025\\_Cincinnati-Green-Workforce\\_FINAL.pdf](https://cincinnatichamber.com/wp-content/uploads/2025/05/2025_Cincinnati-Green-Workforce_FINAL.pdf)

# Environmental Advisory Board

## Minutes of April 23, 2025

### Members Present:

- **In person:** Ashlee Young; Douglas Walton; Kylie Johnson; Susan Sprigg
- **Virtual:** Andrew Musgrave; Dave Schmitt; Emmy Schroder; Julie Shifman; Nathan Alley; Nayana Shah; Monica Perdomo; Van Sullivan

**Members Absent:** Ericka Copeland; Rico Blackman

**Staff Present:** Oliver Kroner; Amanda Testerman; Erin Kabel

**Meeting:** A meeting of the Environmental Advisory Board was held on April 23, 2025 at 3:00 PM at Centennial II HR Conference Room B, 805 Central Avenue, Cincinnati, Ohio 45202.

### Meeting Agenda:

- I. **Public Comment**
- II. **Call to Order at 3:05 PM**
- III. **Administrative Action\***
  - Approval of March 26, 2025 – Meeting minutes
- IV. **Office of Environment and Sustainability Comments**
  - Seeds of Change Grants – applications open through 4/30/2025: <https://www.cincinnati-oh.gov/oes/green-cincinnati-plan/seeds-of-change-grant-program/>
  - Green Workforce Landscape Analysis – press release 5/7/25 at 1pm, City Hall Room 115
  - Energy Prices
- V. **Information/Updates**
  - City Budget Process updates- underway, see timeline from 3.12.25 Budget & Finance Committee presentation: <https://cincinnati.oh.legistar.com/View.ashx?M=F&ID=13776691&GUID=AC2807BB-0BBA-490C-AF17-9730640C035C>
  - Local Funding/Grant Updates: GU, GWORV, H2Ohio
- VI. **Items for Vote\***
  - November & December 2025 Meeting Dates Changes:
    - Motion to move November meeting from 11/26/25 to 11/19/25 and 12/24/25 to 12/17/25
    - Yes – 12 votes; No – 0 votes; [MOTION PASSES]
- VII. **Presentations**
  - Regional Impacts from Federal Changes – Van Sullivan
    - <https://grist.org/accountability/climate-infrastructure-ira-bil-map-tool/>
    - <https://theimpactproject.org/the-impact-map/>
    - Climate Spending Spreadsheet: [https://www.cincinnati-oh.gov/sites/oes/assets/EAB/Climate-Spending-\(March-2025\).xlsx](https://www.cincinnati-oh.gov/sites/oes/assets/EAB/Climate-Spending-(March-2025).xlsx)
  - Environmental and Climate Justice Committee Cincinnati NAACP - April Roush
- VIII. **Open Discussion**
  - Policy Comment: Codifying Environmental Justice
  - Fair Shake Environmental Legal Services - Meagan Niebler, Michelle Browning
    - <https://statics.teams.cdn.office.net/evergreen-assets/safelinks/1/atp-safelinks.html>
- I. **Next Meeting**
  - Wednesday May 28, 2025 at 3:00 PM
- II. **Adjournment at 4:35 PM**



# Environmental Advisory Board

May 28, 2025





# Environmental Advisory Board

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# Public Comment

- Members of the public may provide comments to the Board or its committees in writing to OES staff or in person at a public meeting.
- Written comments shall be submitted to OES no later than 4:00p.m. on the business day before the meeting, and shall be distributed by OES to all Board or committee members.
- Comments made during a public meeting are referred to as “Public Comment”. A person providing Public Comment is limited to **two minutes**.
- Public Comment shall be limited to items of interest before the Board, and shall only be permitted prior to the commencement of the business portion of the meeting.

## **Public Comment Open:**

- In-person Attendees
- Online Attendees



# Administrative Action

- Approval of April 23, 2025 Meeting Minutes



# OES Updates

- **Bloomberg Youth Climate Action Seeds of Change Grants Announced**
  - <https://www.cincinnati-oh.gov/oes/news/youth-climate-action-takes-root-2025-youth-grant-awards/>



GREEN CINCINNATI PLAN  
**Seeds of Change**  
Grant Program  
**YOUTH CLIMATE ACTION**  
Supported by Bloomberg Philanthropies



## 2025 AWARDEES

Organization Name	Project Title	Award Amount
Adventure Crew	Rooted in Resilience: Youth-Led Research on Nature, Climate, and Well-Being	\$5,000.00
Agricademy Inc.	Shielding Communities: The Youth Movement Against Vector-borne Diseases	\$5,000.00
Art Academy of Cincinnati	Going Native on Jackson Street	\$5,000.00
BLOC Ministries	Water Warriors and the No-Waste Ninjas Project	\$5,000.00
Children of Incarcerated Parents Initiative	The 4-H Community Garden & Youth Agriculture Program	\$5,000.00
Cincinnati Parks Explore Nature	Cincinnati's Tree Army: The Civilian Conservation Corps and Mt Airy Forest	\$4,330.68
Community Learning Center Institute	Raise the (Green) Roof	\$5,000.00
Happen, Inc.	Happen's Teen Water for Wildlife Project	\$1,307.68
KelzHoop Foundation	The Urban Birdie Project	\$5,000.00
Net Impact UC	Pollinator Patch @ DAAP	\$5,000.00
Parent Promise Non-profit Organization	Roots to Resilience: Teaching Youth Urban Farming for a Sustainable Future	\$3,000.00
Project CREATE	Project CREATE: (Cincinnati Representation, Engagement, and Action Team for the Environment)	\$5,000.00
Revive Nonprofit	REVIVE Ready: Heroes of Tomorrow	\$5,000.00
Taft Environmental Club	The Ultimate Garden	\$5,000.00
Urban Farming Initiative	Walnut Hills - Park Avenue: Community Garden and Outdoor Classroom	\$5,000.00
Village Green Foundation	Millvale Bicycle Corps Creation	\$5,000.00
Walnut Hills High School Green Club	Restore WHHS Greenspace	\$2,605.68
Winton Hills Youth Council	Winton Hills Youth Council Air & Water Quality Initiative	\$5,000.00



# Information & Updates

- Building Performance Standards presentation at CEI Committee on 5/20/25
- City Budget Updates



# Presentations

- Green Workforce Landscape Analysis – Thanapat Vichitchot
- GCP and Equity – Ollie Kroner

# CINCINNATI GREEN WORKFORCE LANDSCAPE ANALYSIS

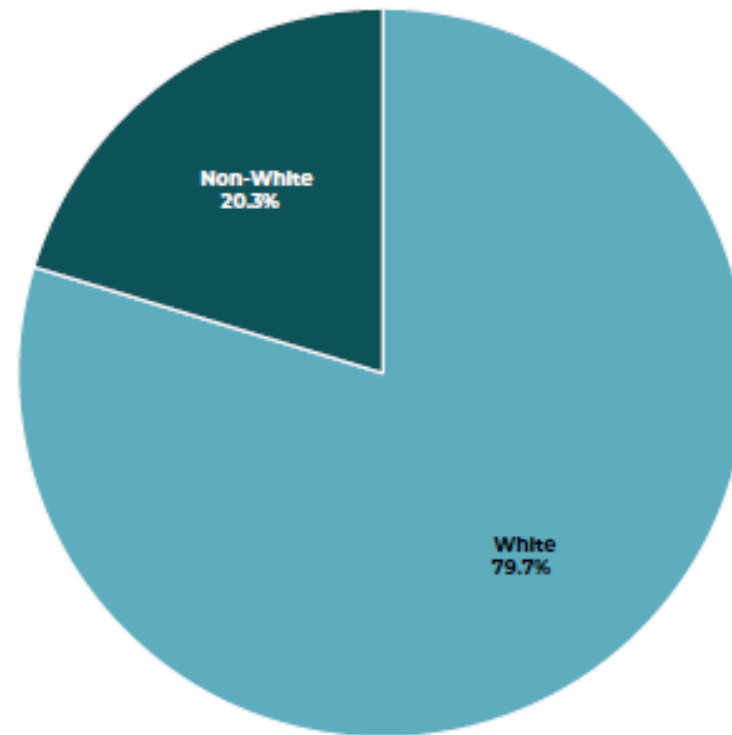
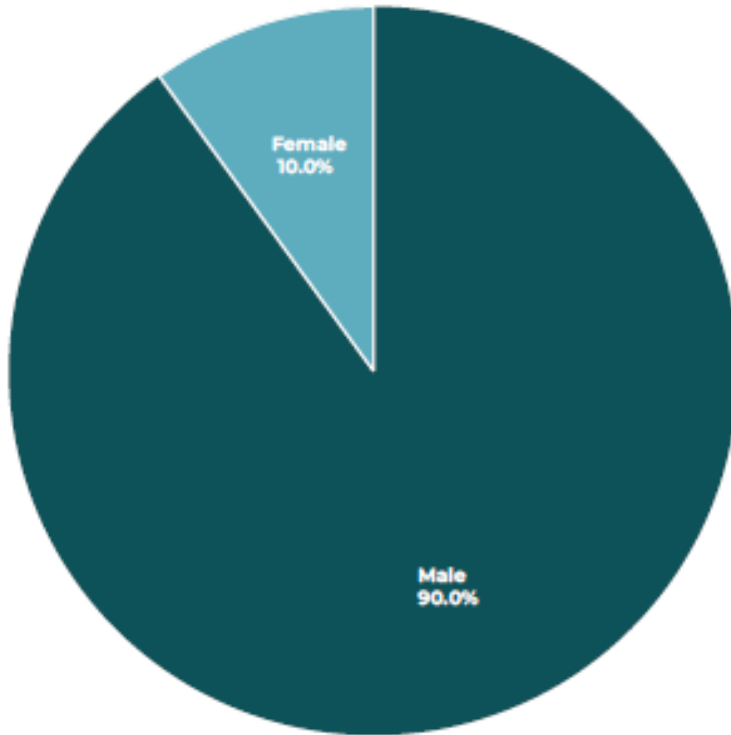
Brandon Rudd, Director  
Center for Research & Data  
Cincinnati Regional Chamber



# METHODOLOGY

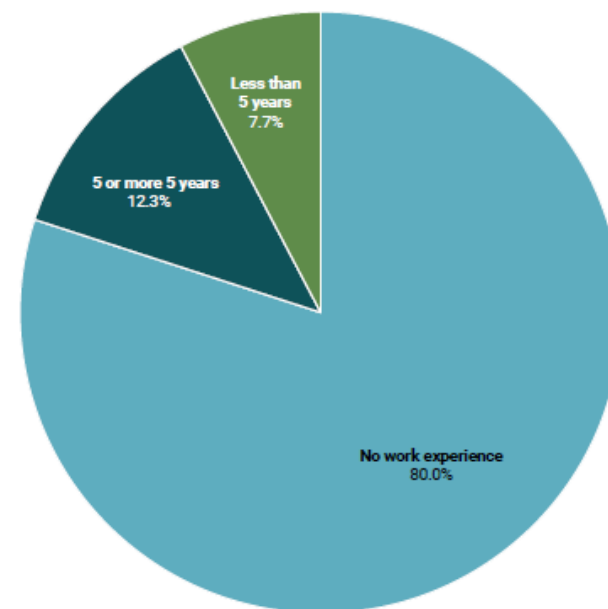
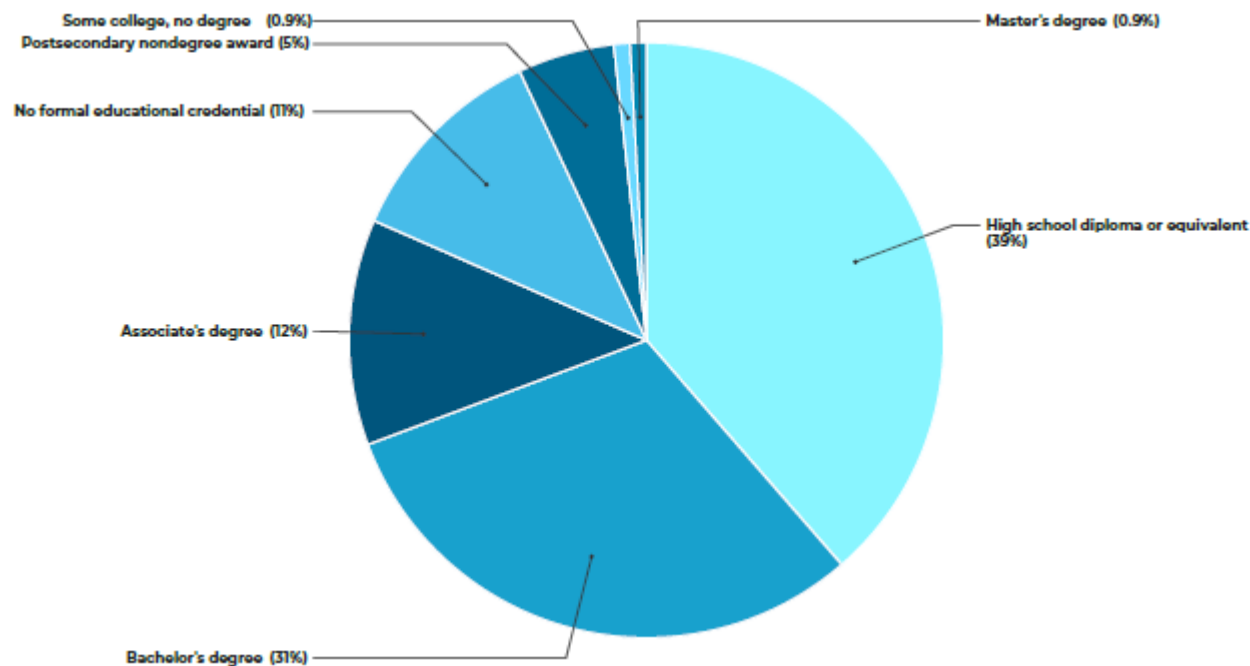
- Identified 114 Green Jobs
- Green Cincinnati Plan Focus Areas
  - Analyzed Goals
  - Calculated Total Investment
- Input-Output Model Calculations
- Recommendations

# CURRENT LANDSCAPE



- **Barriers**
  - Transportation, childcare, housing, math skills, lack of green job awareness
  - Driver's license requirements and limited training programs

# CURRENT LANDSCAPE



- Strengths
  - Education barrier to entry is low
  - Work experience barrier to entry is low
  - 89% of Green Jobs pay a living wage

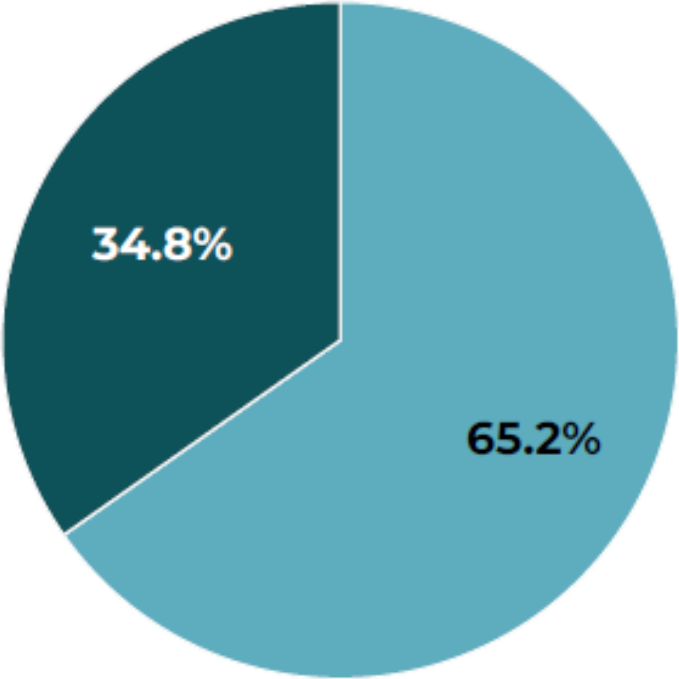
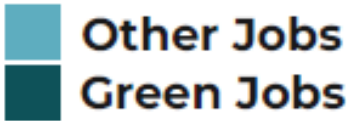
# INVESTMENT FOCUS AREAS

- Green Cincinnati Plan Focus Areas
  - Buildings & Energy
    - \$2.1B - \$4.4B
  - Mobility
    - \$209M - \$386M
  - Resilience & Climate Adaptation
    - \$77.5M - \$355M
  - Others: City Operations, Community Activation, Food, Natural Environment, Zero Waste
- Total Investment
  - *\$2.6 Billion - \$5.7 Billion*

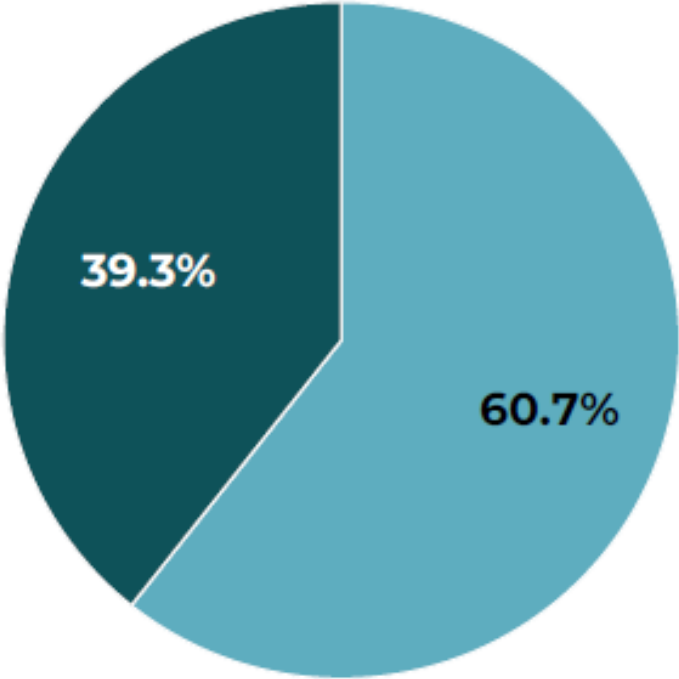
# PROJECTED JOB CREATION

	Low Estimate	High Estimate
Jobs Created	16,372	44,145
Green Jobs	5,961	17,366

# PROJECTED JOB CREATION



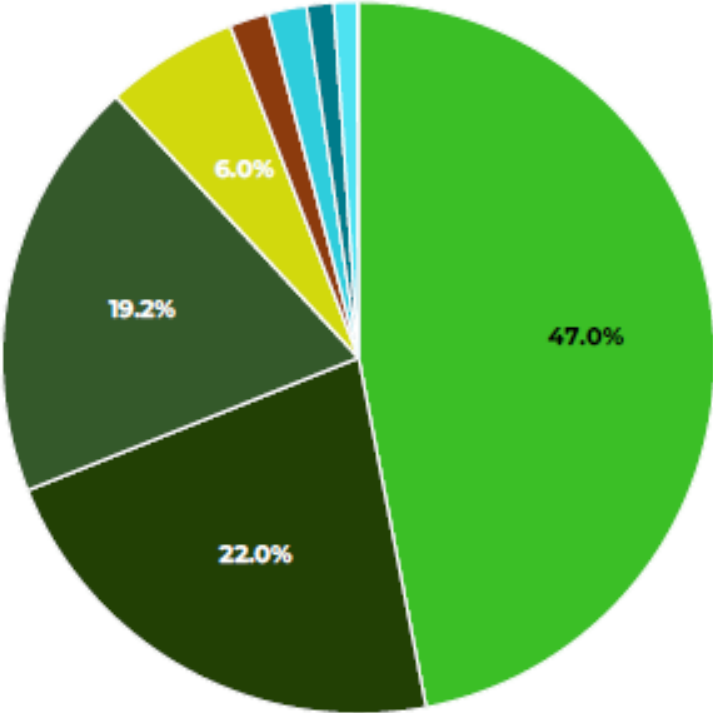
Low Estimate



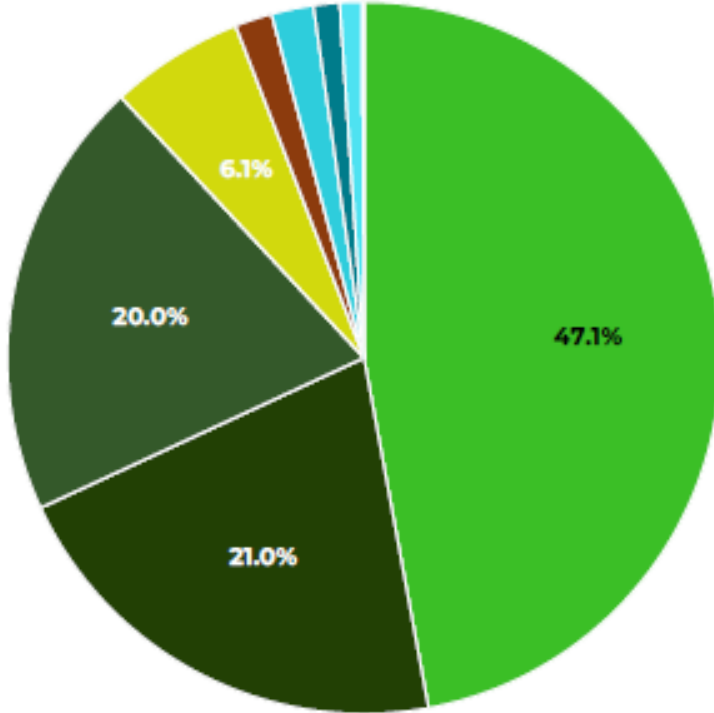
High Estimate

# EDUCATIONAL REQUIREMENTS

- High School Diploma or Equivalent
- Bachelor's Degree
- No Formal Educational Credential
- Postsecondary Nondegree Award
- Some College No Degree
- Doctoral or Professional Degree
- Associate's Degree
- Master's Degree
- N/A

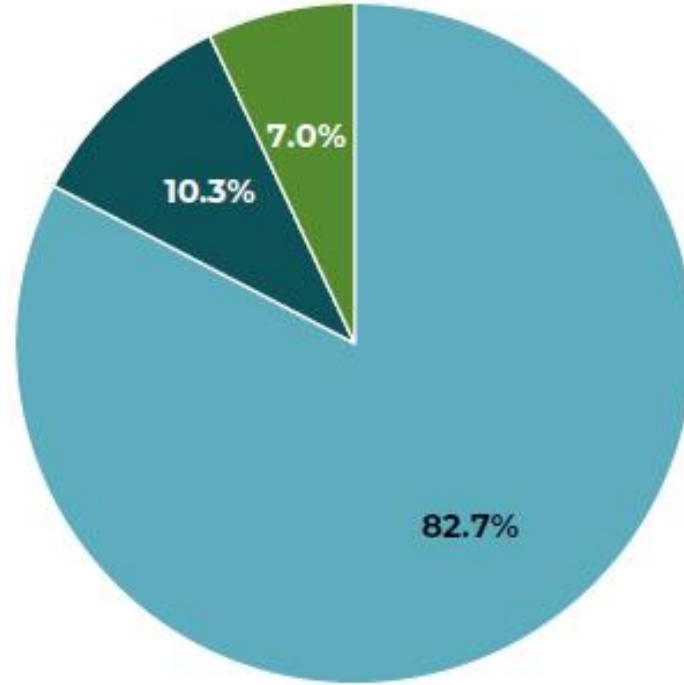
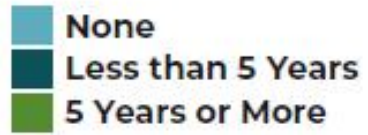


Low Estimate

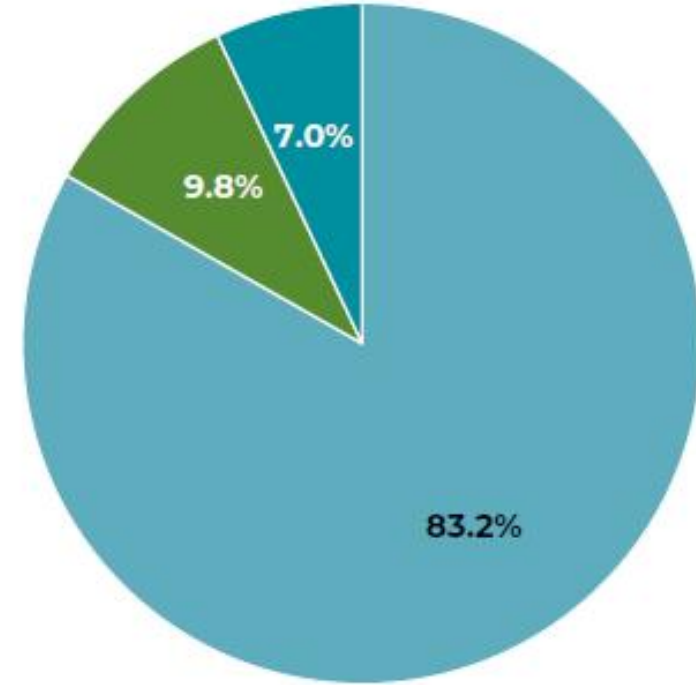


High Estimate

# WORK EXPERIENCE REQUIREMENTS



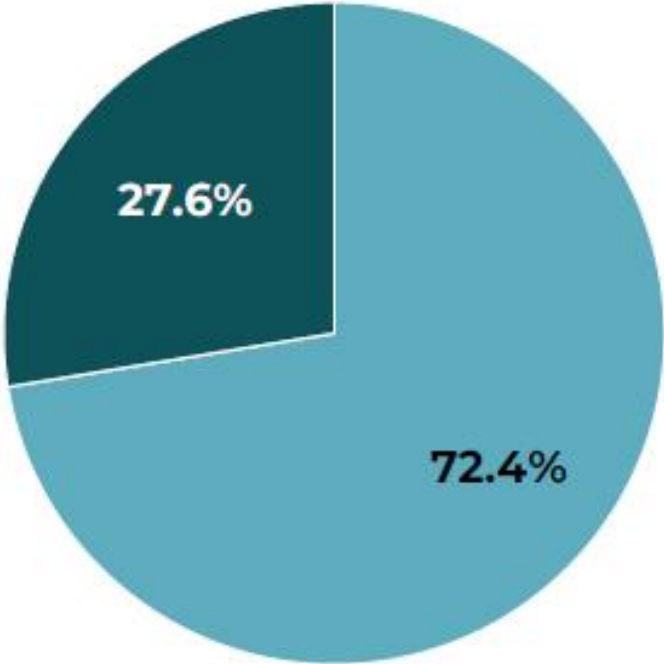
Low Estimate



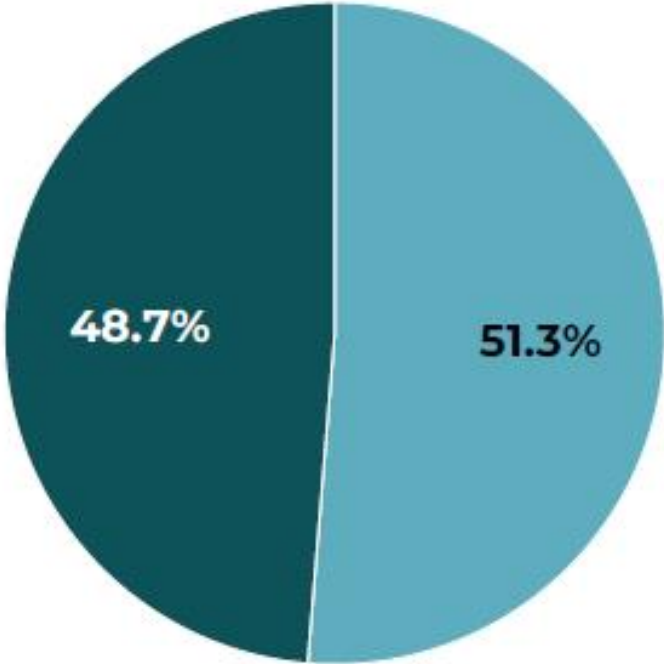
High Estimate

# LIVING WAGE?

Quality Jobs  
Other Jobs



Low Estimate



High Estimate

# TOP OCCUPATIONS (HIGH ESTIMATE)

Electricians

3,438

Construction Laborers

1,207

General and Operations Managers

1,148

First-Line Supervisors of Construction Trades and Extraction Workers

1,074

Landscaping and Groundskeeping Workers

1,044

Carpenters

1,032

Heating, Air Conditioning, and Refrigeration Mechanics and Installers

817

Plumbers, Pipefitters, and Steamfitters

808

Construction Managers

728

Real Estate Sales Agents

717

# RECOMMENDATIONS

- **Training & Upskilling:** Expand access to green job training programs, apprenticeships, and certifications.
- **Expand the Workforce:** Prioritize inclusion of women and people of color by removing employment barriers and grow our working age population.
- **Education Alignment:** Embed green modules in K–12, college, and workforce programs to build future talent.
- **Employer Partnerships:** Engage employers to design pipelines, host trainees, and offer supportive workplaces.
- **Data & Accountability:** Establish systems to track progress and direct investments toward high-impact outcomes.

# THE PATH FORWARD

- Cincinnati can lead the Midwest in equitable green economic development.
- Green investments = climate resilience + economic growth.
- Call to Action: align funding, training, and policy to accelerate job creation and sustainability.



# CINCINNATI GREEN WORKFORCE LANDSCAPE ANALYSIS

## CONTACT:

Brandon Rudd, Director  
Center for Research & Data  
Cincinnati Regional Chamber  
[brudd@cincinnatiachamber.com](mailto:brudd@cincinnatiachamber.com)





*FUSE is a national nonprofit dedicated to increasing the capacity of local governments to engage communities and work more effectively for everyone.*



*The Office of Environment and Sustainability (OES) leads City government and the broader community in building a more sustainable, equitable, and resilient Cincinnati.*



# Education

## Goal

4,000 individuals trained for green economy jobs by 2028 (800/year).

### BASELINE YEAR(S)

2022

### DATA SOURCE(S)

Sources: National Center for Education Statistics Integrated Post-Secondary Education Data System and local workforce training partners

## Strategy

Amplify the workforce to meet the demands of the green economy.

In the U.S., “green jobs” are those that produce goods or provide services that benefit the environment. According to the U.S. Bureau of Labor Statistics, green economy jobs are growing faster than most other job sectors although the number of jobs is still much lower compared to other sectors. Most of the occupations in the “green” sector pay higher than the annual median wage in the U.S., providing greater opportunities for self-sufficiency. However, these jobs also require advanced education and training. With these realities in mind, training and re-training our workforce to meet the rising need for occupations like EV mechanics, solar panel installers, and weatherization technicians is a must.



Green Corps members take a break from invasive species removal. Photo courtesy of Groundwork Ohio River Valley.

## FOCUS AREA Community Activation

## Priority Actions

Partner with the local Workforce Investment Board, educational institutions, employers, County, State and more to amplify equity-focused, green workforce training and career pathways

Continue to grow paid, hands-on learning opportunities and jobs in the green economy with an emphasis on preparing youth and the unemployed and/or difficult to employ for living wage jobs

● strong alignment ● moderate alignment ● weak alignment

GCP PILLARS			ADDITIONAL PRIORITIES			
Sustainability	Equity	Resilience	Jobs	Investment	Health	Feasibility
●	●	●	●	●	●	●
●	●	●	●	●	●	●





# Objectives

- Develop Formal Green Workforce Landscape Analysis and implement initial recommendations
- Execute green workforce marketing and communications plan
- Support the implementation, scaling, and sustainability of needed green workforce training initiatives
- Pursue Green Workforce funding opportunities
- Other: Address system barriers to workforce



# CINCINNATI GREEN WORKFORCE LANDSCAPE ANALYSIS

PRESENTED BY:



## CINCINNATI GREEN WORKFORCE LANDSCAPE ANALYSIS



- Public Report Release in May 2025





# Green Workforce Development Partners





# Green Workforce Development Partners



- Executed Funding Contract
- Supporting Green Workforce Committee through Green Schoolyards



# Green Workforce Development Partners



- 12-week apprenticeship readiness program that prepares for various union apprenticeship pathways
- Minimum Qualifications: 18+ years old, Drug-free, HS Diploma/GED, Driver's license/reliable transportation, Passing Assessment score
- Earn as you learn with a weekly stipend
- No experience in the construction industry is required to apply
- Career assistance with one of the affiliated trades provides participants with competitive starting wages, health, and retirement benefits.
- Added Green Construction to curricula in 2025



# Residential Energy Auditor Pilot Training



# Innovation Lab

- 21 partners attended in 2024
- Yielded over 50 innovative recruitment ideas





# Stay Connected with Cincinnati's Green Workforce

city of CINCINNATI **C** BUSINESSES | RESIDENTS | VISITORS | SERVICES | GOVERNMENT | HELP | Translate

OFFICE OF ENVIRONMENT & SUSTAINABILITY

**GREEN JOBS**

Office of Environment & Sustainability / Green Jobs

**OFFICE OF ENVIRONMENT & SUSTAINABILITY MENU**


- Climate Action
- Green Cincinnati Plan
- Equity

**Green Jobs**


**What are Green Jobs?**

Jobs in businesses that produce goods or provide services that benefit the environment, conserve natural resources, or make production processes more environmentally friendly or use fewer natural resources.


**GREEN JOB PATHWAYS**




**RESOURCES FOR EMPLOYERS**



**RESOURCES FOR JOB SEEKERS**



**PARTNERS**



Sign up for the  
Cincinnati  
Green  
Workforce  
Email List:



<https://www.cincinnati-oh.gov/oes/green-jobs1/>

Questions? Email: [thanapat.vichitchot@cincinnati-oh.gov](mailto:thanapat.vichitchot@cincinnati-oh.gov)

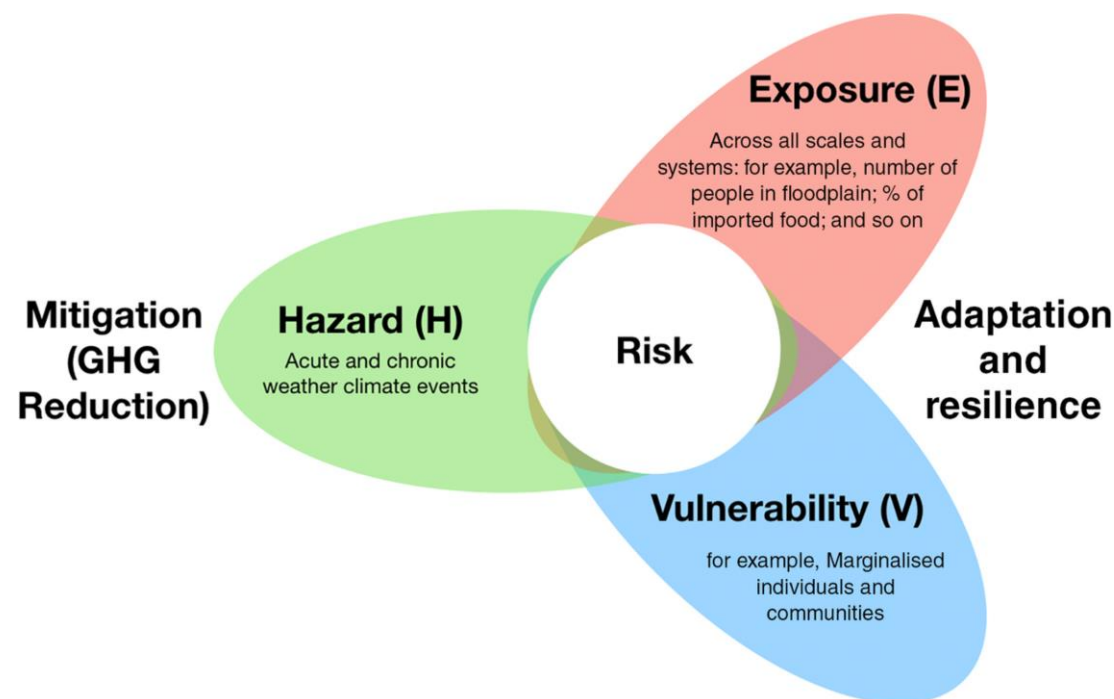
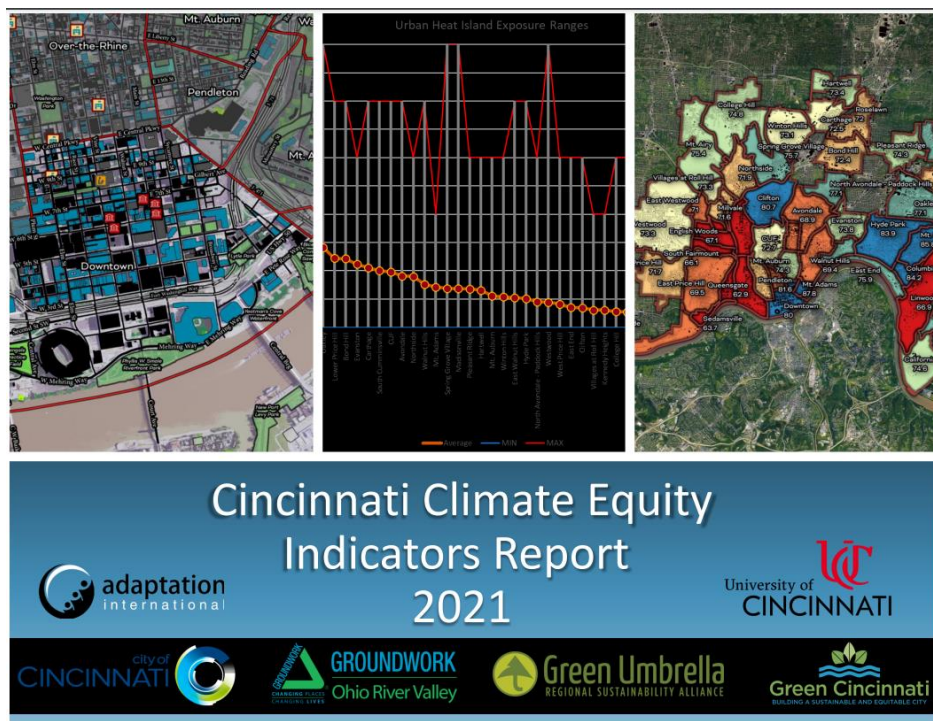




Green Cincinnati Plan  2023



# Climate Equity Indicators Report



- 52 socio-economic, demographic, geospatial, and institutional indicators to evaluate climate risk and adaptive capacity

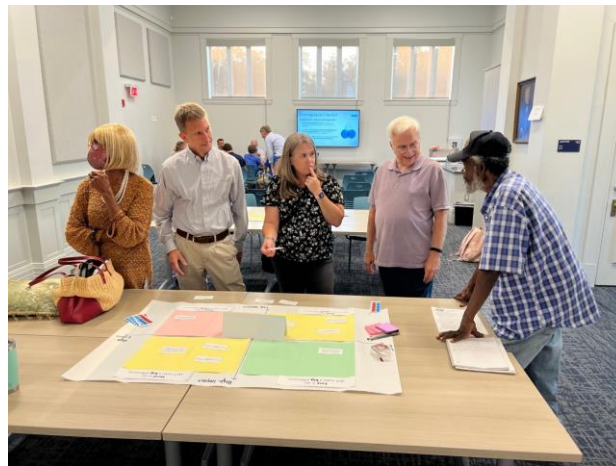


42

Public meetings/  
engagements

1,680+

Planning session attendees



175+

Priority community members  
compensated for their  
engagement

3,000+

Recommendations Received



1,000+

Survey Responses

600+

Public Comments

# GCP Equity Framework

1. **Recognitional equity**—a commitment to identifying and acknowledging injustices affecting specific populations that institutions, including government, have created.

2. **Procedural equity**—a commitment to ensuring that priority community members have a voice in the process to develop and implement programs and policies in an effort to shift power, build trust, and drive accountability.

3. **Distributional equity**—a commitment to develop policies and programs that result in the distribution of benefits across all segments of a community, prioritizing those with the highest need.

4. **Restorational equity**—a commitment to correct past harms through repairing degraded relationships, communities, and other resources.

5. **Transformational equity** - a commitment to prioritize the needs and rights of priority communities by addressing the structural conditions that cause social and racial injustice



Green Cincinnati Plan  
2023

## Equity Framework





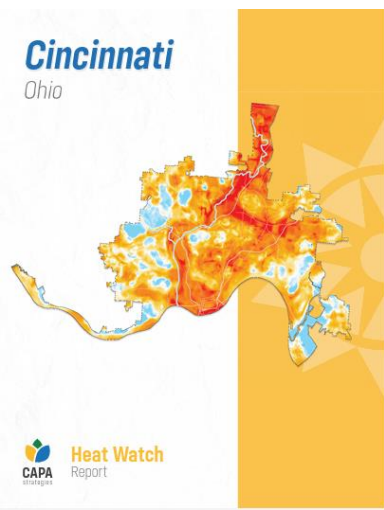
# Priority Communities

Communities where climate mitigation and efforts to close gaps are likely to be most impactful due to historic and systematic discrimination, vulnerability to climate related events and disasters, and capacity to adapt to these challenges.



# Prioritizing Data & Voice

- Dive in to better understand the inequities and what we can do to change the structures and the story
- Seats at decision-making tables for frontline community members for planning, implementation, & feedback
- An Equity Framework to guide all implementation partners
- Resources to support continued engagement like this and the Climate Safe Neighborhoods Program



2022 Climate Equity Benchmarking Analysis Report

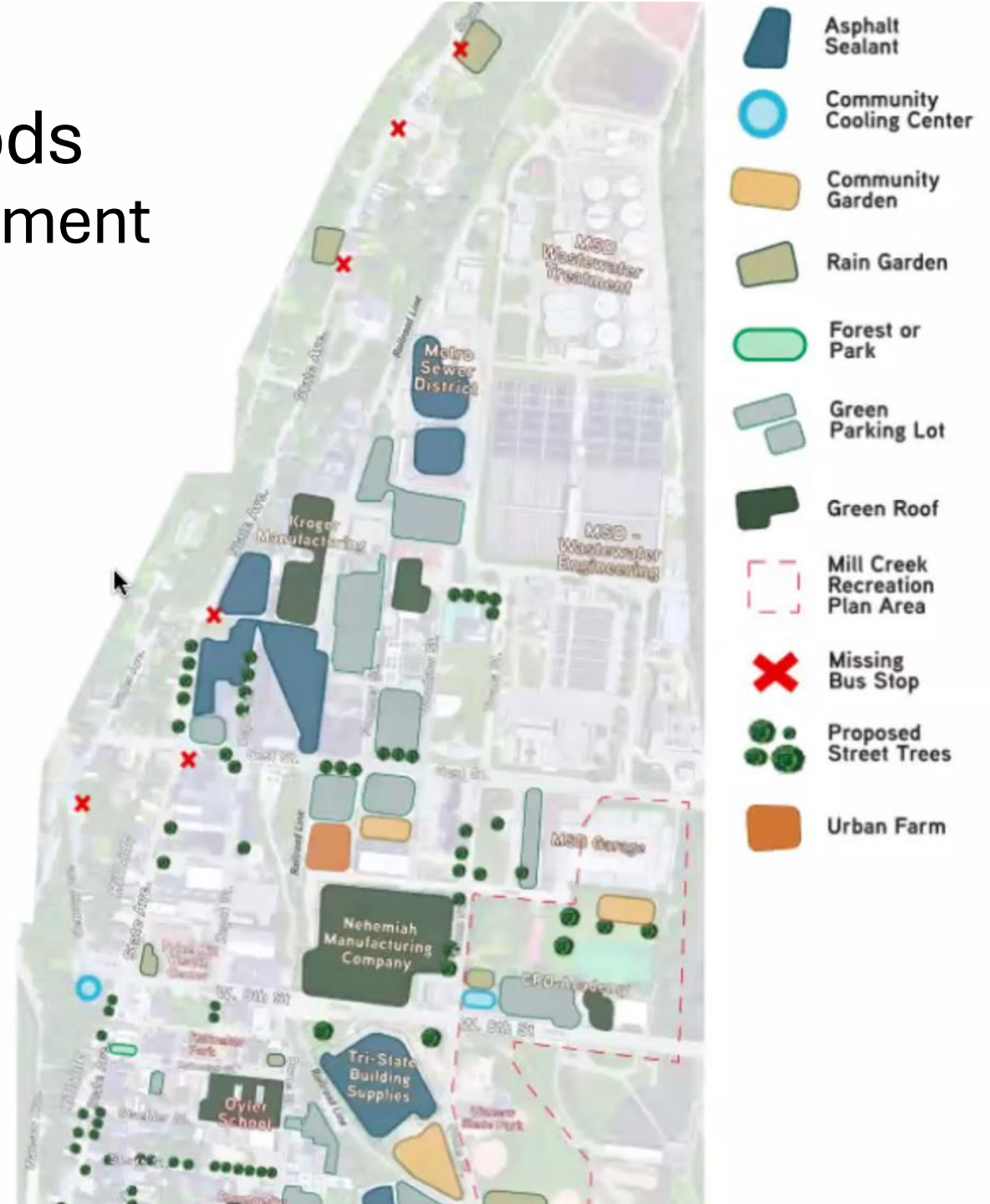
May 23, 2022

Tyeisha A. Cole  
Savannah Sullivan

# Climate Safe Neighborhoods

## Equitable Community Engagement

- 6-week workshops with citizens who are paid to offer their community expertise on climate change impacts in their neighborhood
- Build relationships and trust and a better understanding of how to work together
- Empower community to take advantage of government and community programs
- Inspire and train climate advocates





GREEN CINCINNATI PLAN  
**Seeds of Change**  
Grant Program

# YOUTH CLIMATE ACTION



## YOUTH CLIMATE ACTION FUND

Supported by Bloomberg Philanthropies



# Urban Heat Island Effect



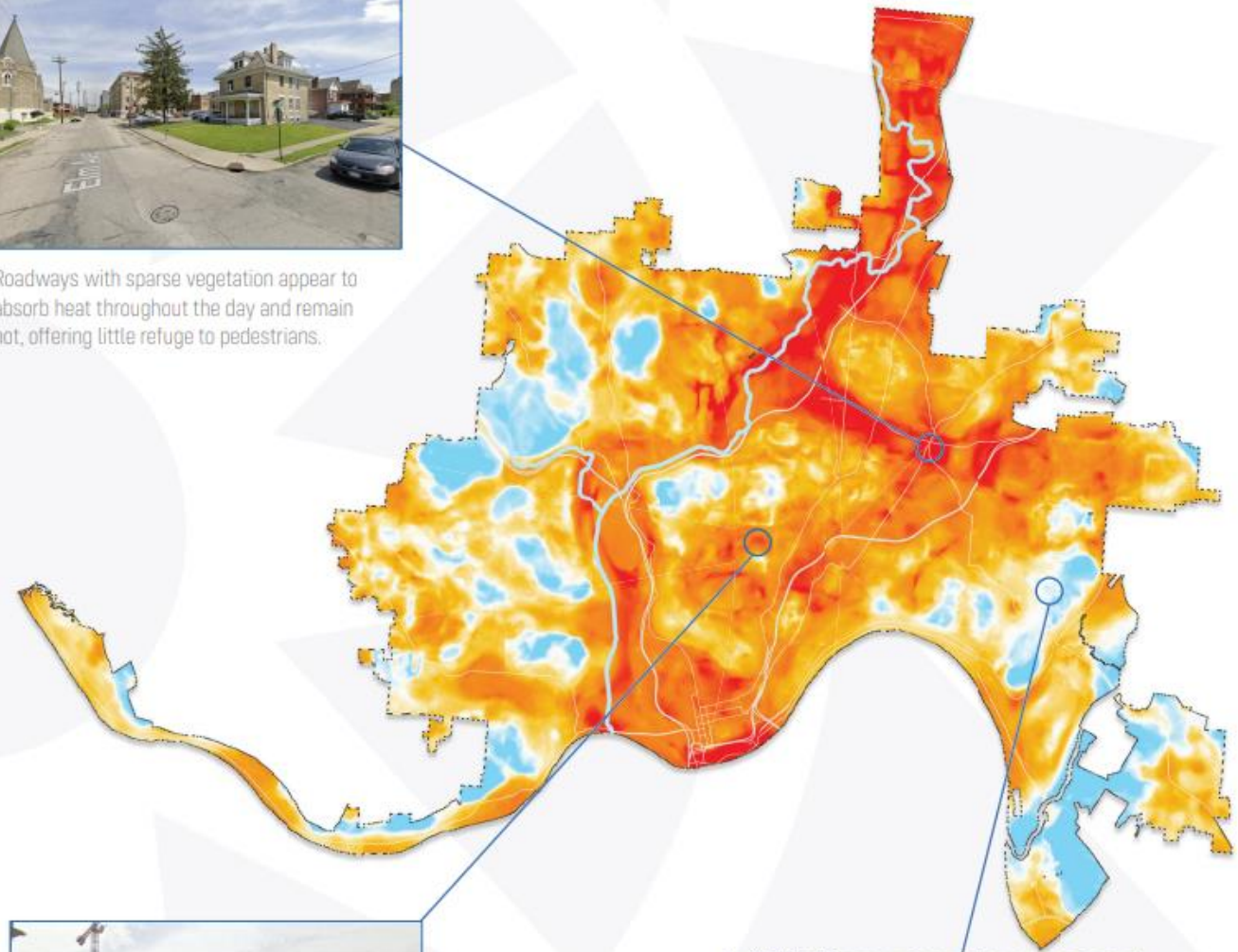
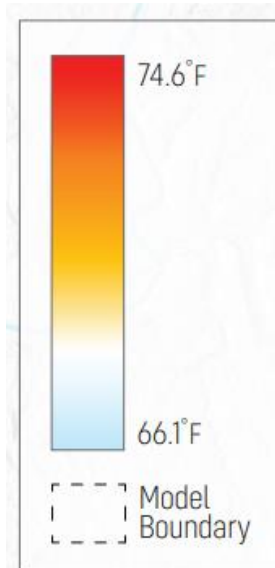
Roadways with sparse vegetation appear to absorb heat throughout the day and remain hot, offering little refuge to pedestrians.



Residences can be impacted by large neighboring developments that absorb and retain heat throughout the day.

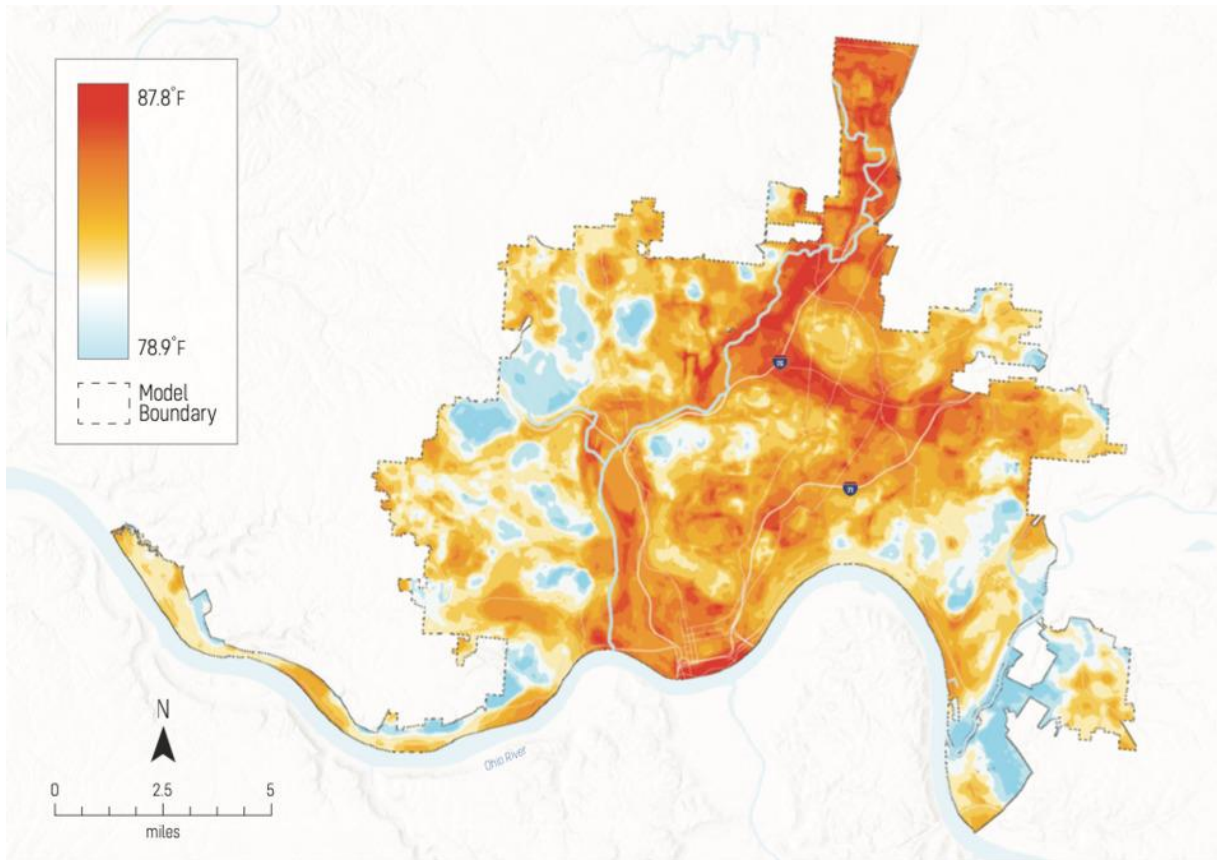


Shaded residential areas keep neighborhoods cool during summer heat waves and lower the risk of heat-related illness for residents.

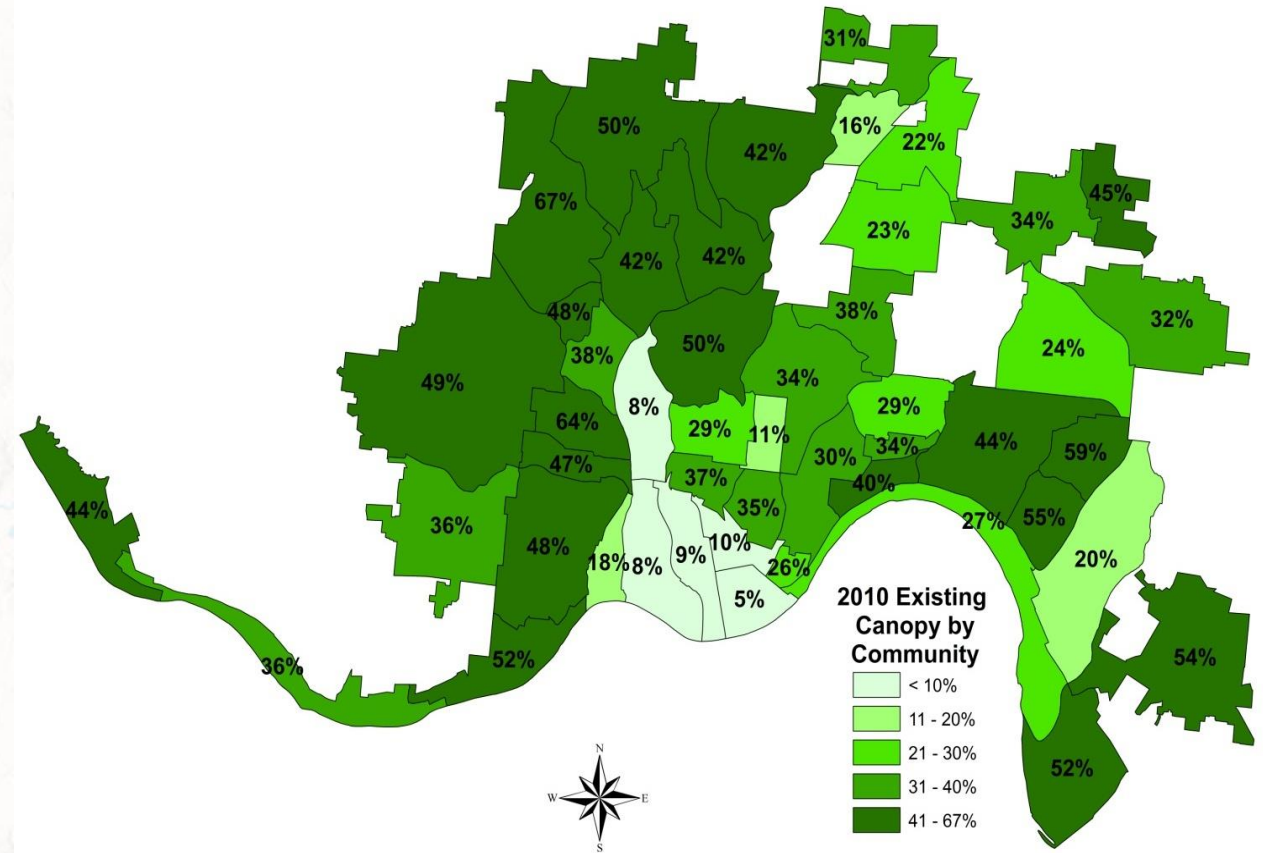


# Improve Tree Canopy

## Heat Map



## Tree Canopy





# Pools & Spraygrounds

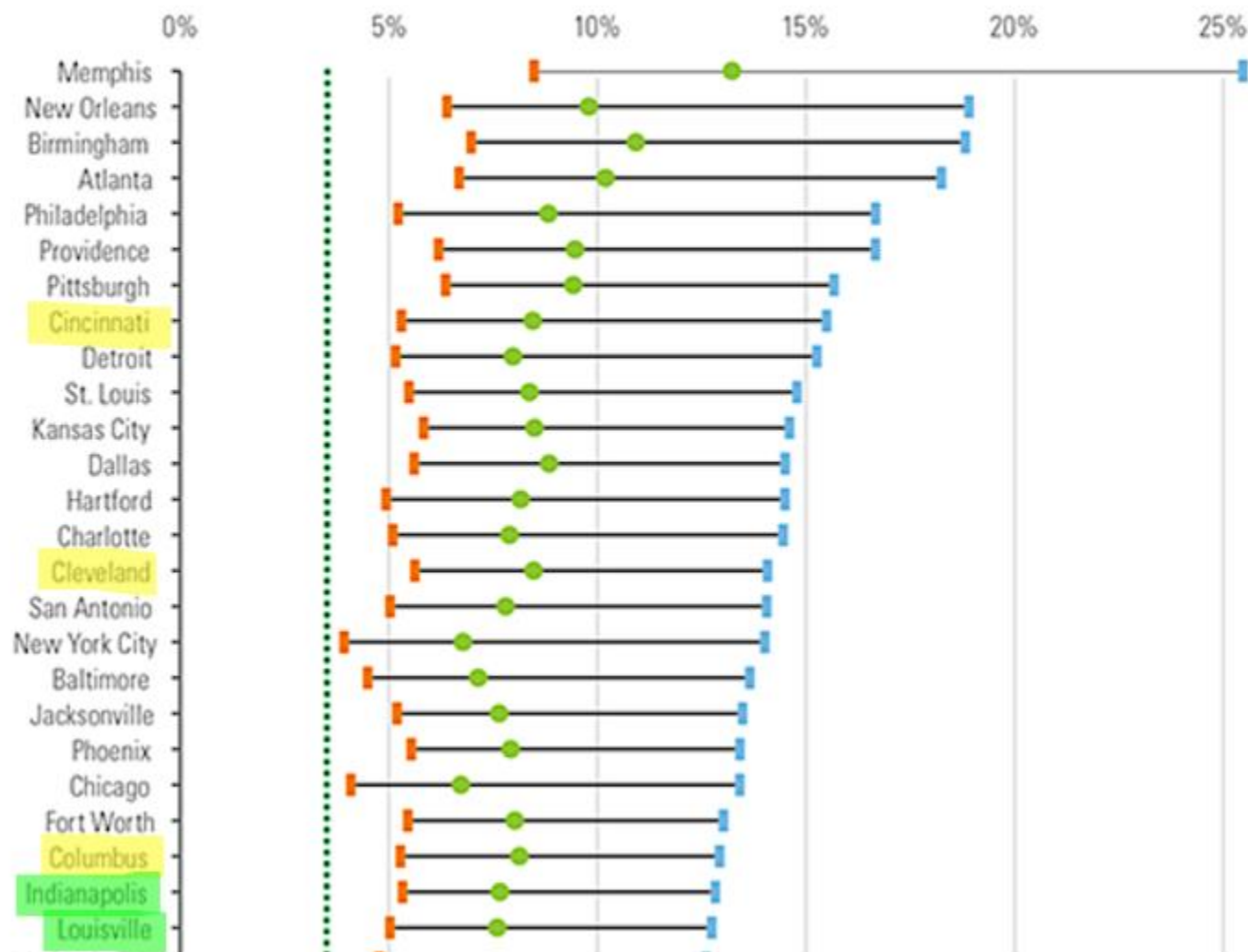


# Energy Burden

Percentage of household income spent on utility costs



## Low-income energy burden





# 100% Green Energy for the City

- 100 Megawatt solar farm under construction (Power Purchase Agreement)
- Energy Aggregation Program - Green energy delivered to ~80,000 homes and biz
- ~10% savings from conventional utility rate
- Workforce development program to grow solar sector employment





# Housing

- Connected Communities: Zoning changes to accelerate housing development
- Density
- Affordable Housing Trust fund: \$50M fund to accelerate affordable housing development





# ***Community Brownfield Remediation***



***Former Lunkenheimer  
Valve – South  
Fairmount***



***Grain Silos –  
Millvale***



***Former Crosley Radio –  
Camp Washington***



# RECYCLING: Expansion into Multi-family buildings



## Recycling Participation

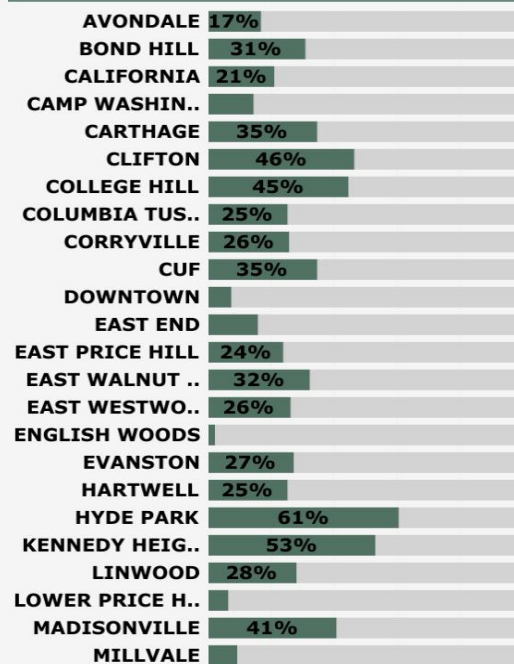
### Total % of Recycling Participation

(All)

34%

### Participation by Neighborhood

(All)



+ a b l e a u

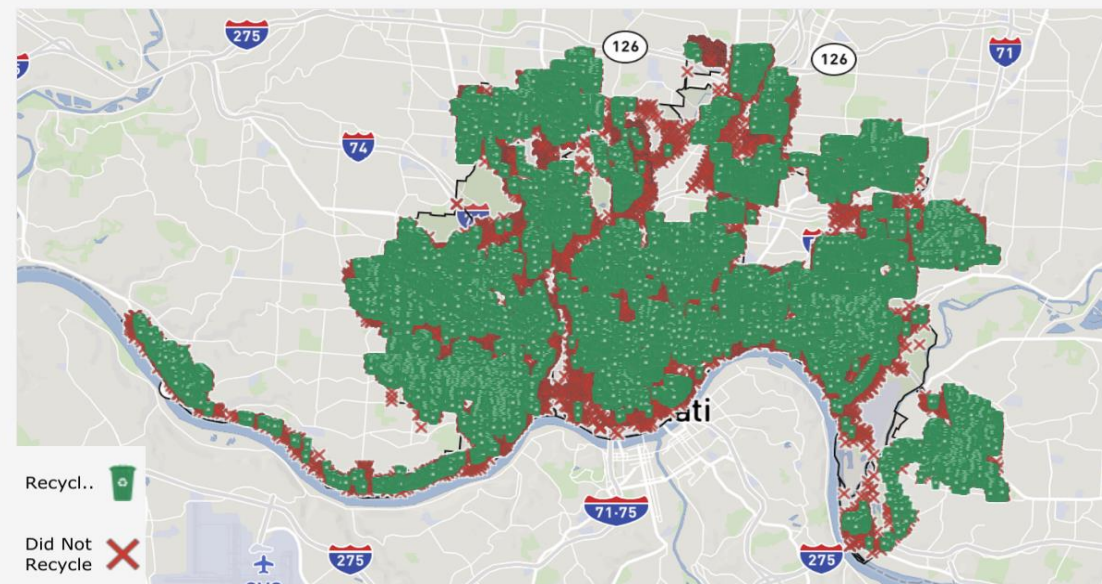
## Recycling Participation Map

Search by Address or Street Name

Search by Zipcode

Choose Month to Filter

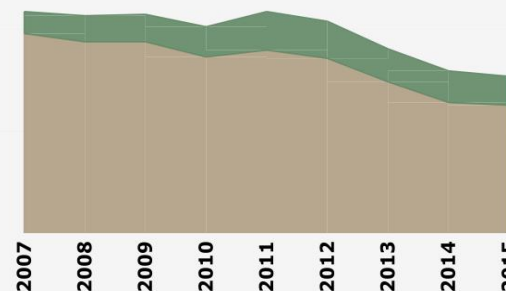
June 2018



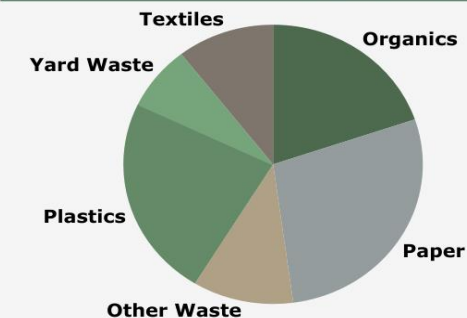
Recycl..

Did Not Recycle

## Tons of Recycling and Landfill Waste by Year



## Cincinnati Waste by Type (2012)



Navigation icons: back, forward, search, etc.



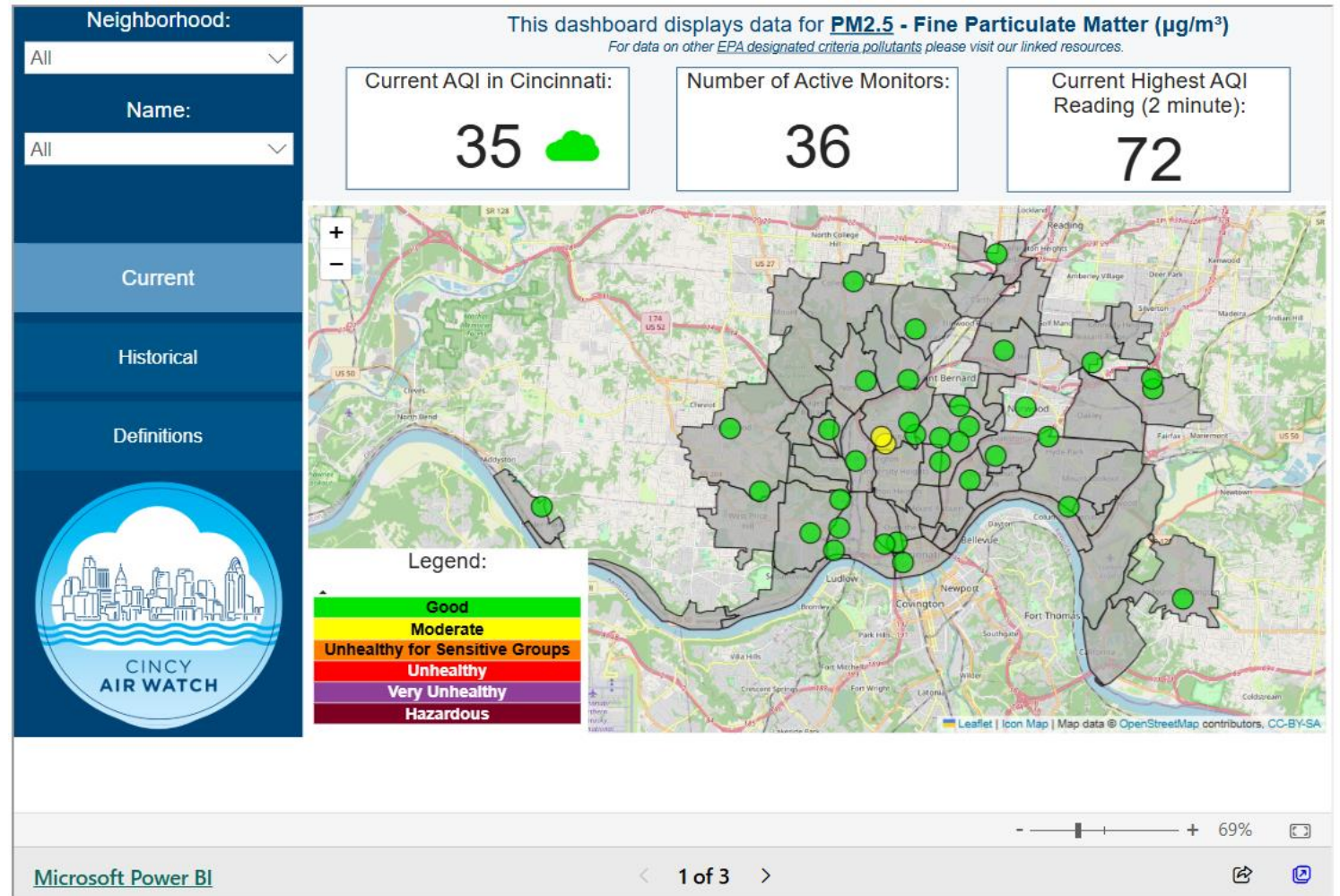
# Cincy Air Watch – OES & CHD Partnership

Cincy Air Watch is a joint effort with the Office of Environment and Sustainability (OES) and the Cincinnati Health Department (CHD) to support the [2023 Green Cincinnati Plan](#) strategy to “increase air quality studies, education, and reduce pollution from air emissions in the city.”

Through this project, 21 City-owned PurpleAir monitors are installed at public buildings in Cincinnati neighborhoods and the data is provided publicly in real-time.

## Measures:

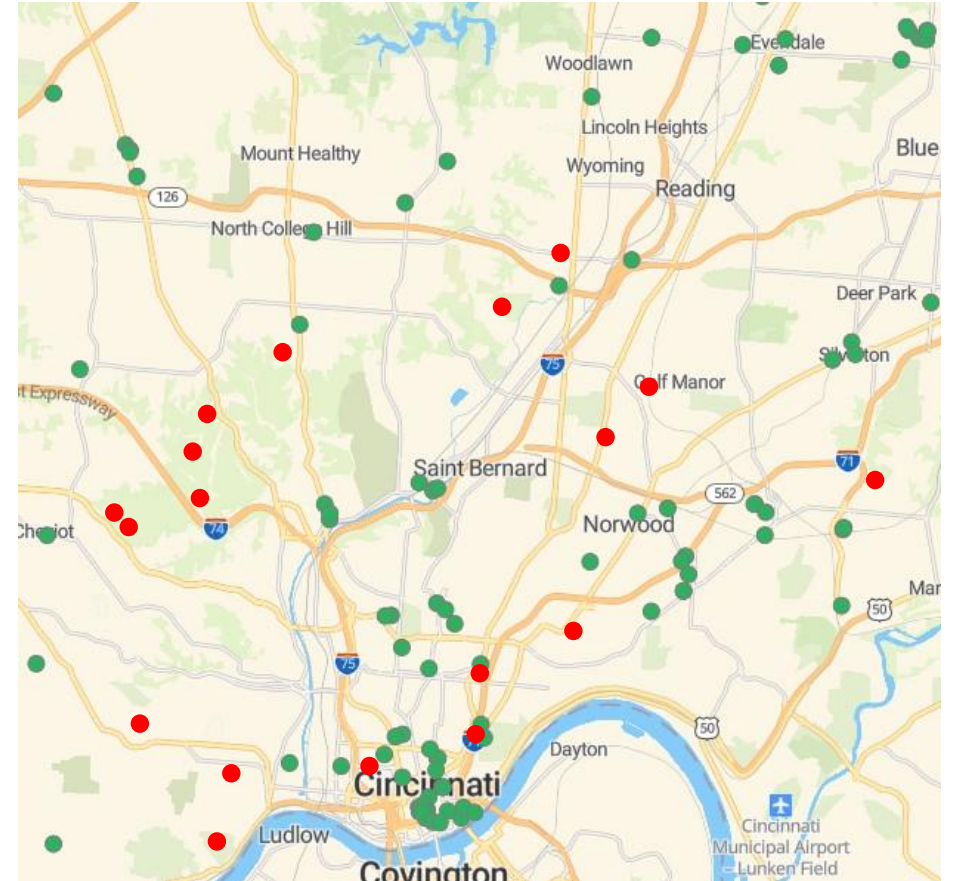
- PM2.5
- Temperature
- Humidity





# Public EV Charging

- FHWA Charging & Fueling Infrastructure grant: \$850K
- Install two to four publicly accessible EV charging ports at 18 Parks & CRC locations in or adjacent to disadvantaged communities.



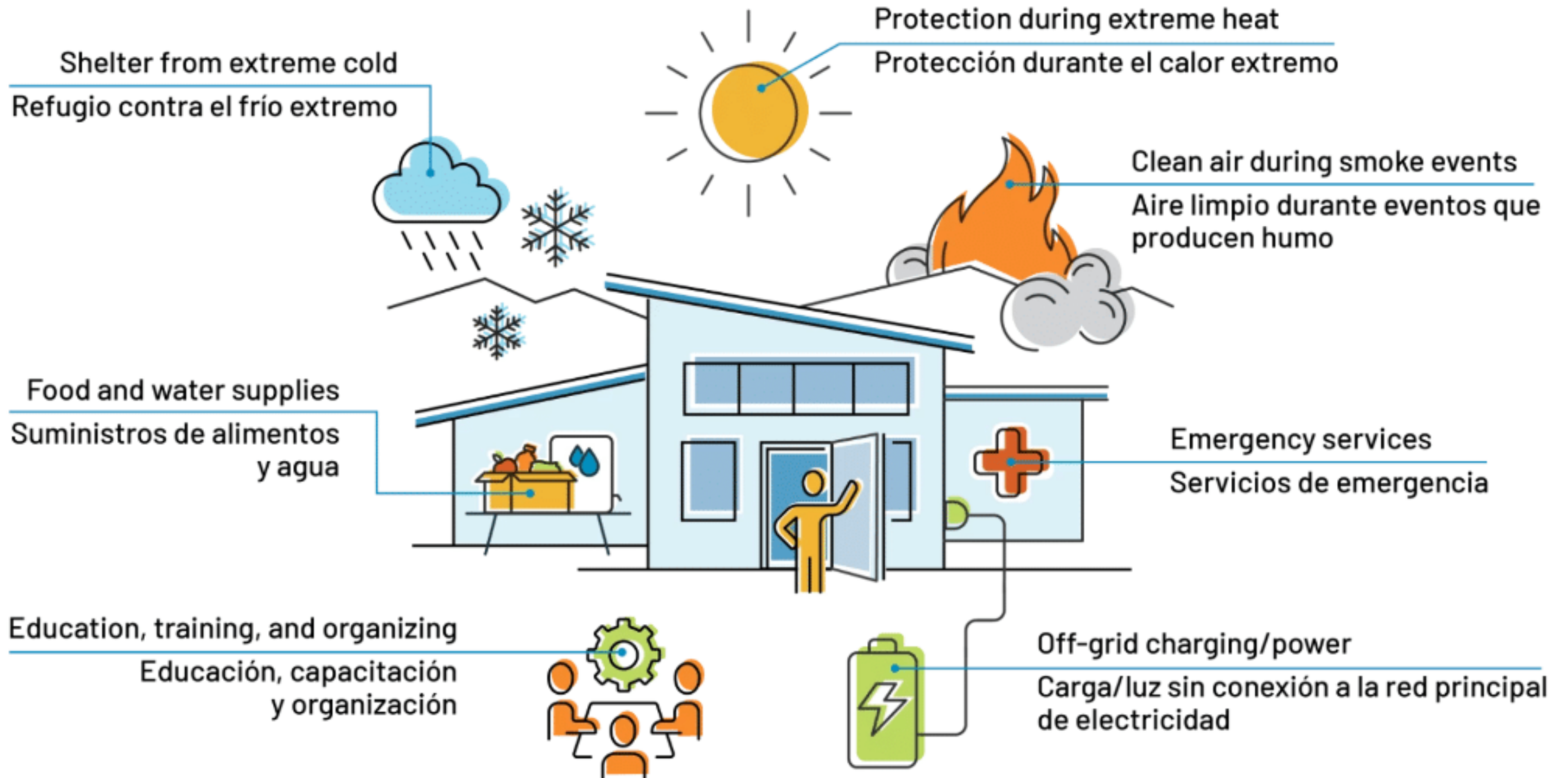
## Legend

- Proposed EV Charging Sites
- Current Public EV Charging Sites





# Resilience hubs





# Jobs!



## CINCINNATI GREEN WORKFORCE LANDSCAPE ANALYSIS



# Open Discussion

- Comments on Actions with Policy Focus:
  - Codifying Environmental Justice



# Next Meeting

- June 25, 2025 at 3pm  
Centennial II HR Conference Room B  
805 Central Avenue  
Cincinnati, OH 45202