Developing a New Regulatory Professionals Training Course

Building the knowledge, skills, and confidence of decentralized wastewater regulators nationwide

The materials being presented do NOT reflect the opinions of NOWRA.

Today's Speakers:

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Allison Blodig, REHS
Christl Tate
Chuck Cousino, REHS



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EPA/RCAP Grant Projects 2025-2028

- Regulatory Professionals Training Program
- College Course for Onsite and Decentralized
- Glossary Update
- Responsible Management Entities
- Troubleshooting

Regulatory Professionals Training Program

Target audience new hires to program managers

- Modules can be customized to meet training needs

Approximately 3-5 days worth of material in entirety

Online version for learn-as-you-need convenience

THE CHALLENGES

Inconsistent training

A need for critical skills and abilities to be consistent and effective

Gap in decentralized system knowledge

A need to fully understand how systems function, their design, installation, and maintenance

Public and environmental health consequences

Onsite systems must meet public health and water quality goals

Training Course Deliverables

- Curriculum
  - Full slide decks with notes
  - Three in person training events to introduce the material
- Shortened online version of the training (by NEHA)
- Training manual to put on the full course or any part of it



THE CHALLENGES

High stress position

A need for communication skills and conflict resolution

Political pressures and weak enforcement

Learning to operate with restrictions and how to use the regulations to their fullest or write policies and procedures to help fill gaps

Navigating the process to change regulations

Providing steps on how to work with stakeholders and educate

PROGRAM GOALS

- Inform and educate
- Build knowledge of rule and regulation structure and interpretation
- Realize how rules/regulations protect the environment and public health
- Support constituent needs



PROGRAM GOALS



Build competency and confidence to:

- Be effective interpreters, inspectors, and enforcers
- Improve onsite systems so they meet treatment performance goals
- Protect public health and the environment

PROJECT OVERVIEW

Training regulators in 4 major areas

- Regulations/Government
- Problem-Solving
- Technical
- Management





REGULATIONS/ GOVERNMENT

- Role of a regulator
- Regulatory framework
  - National state and local codes
    - Performance/ prescriptive codes
- Program oversite
  - Compliance
  - Verification
  - Documentation

REGULATIONS/ GOVERNMENT

- Sections
  - Necessary elements
  - Layouts and references
- Reading and interpreting code language
- Politics in government

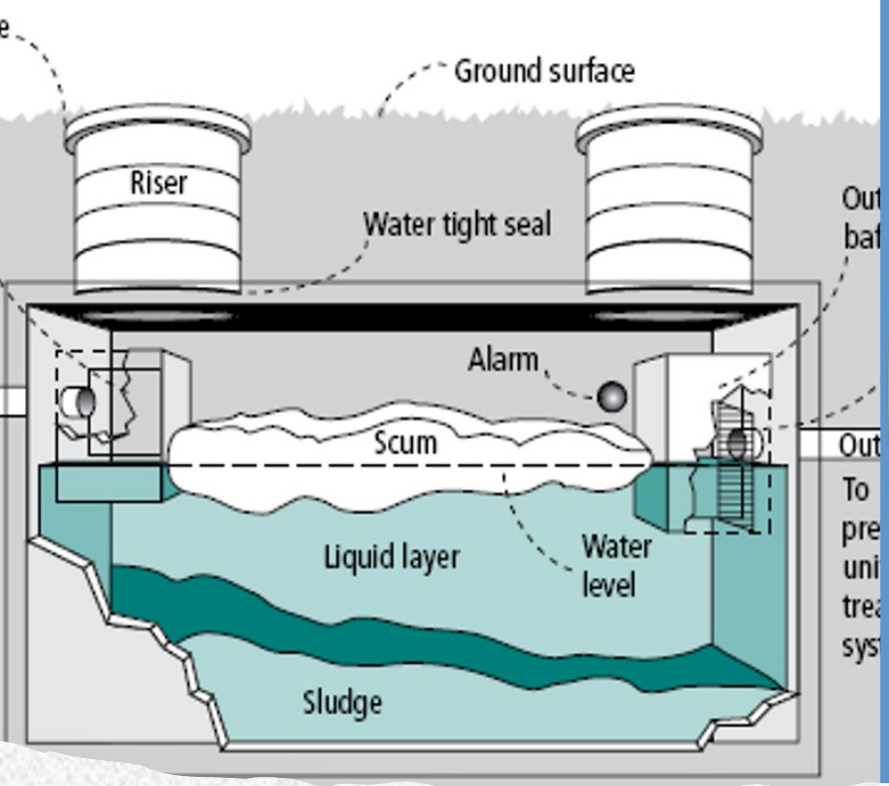


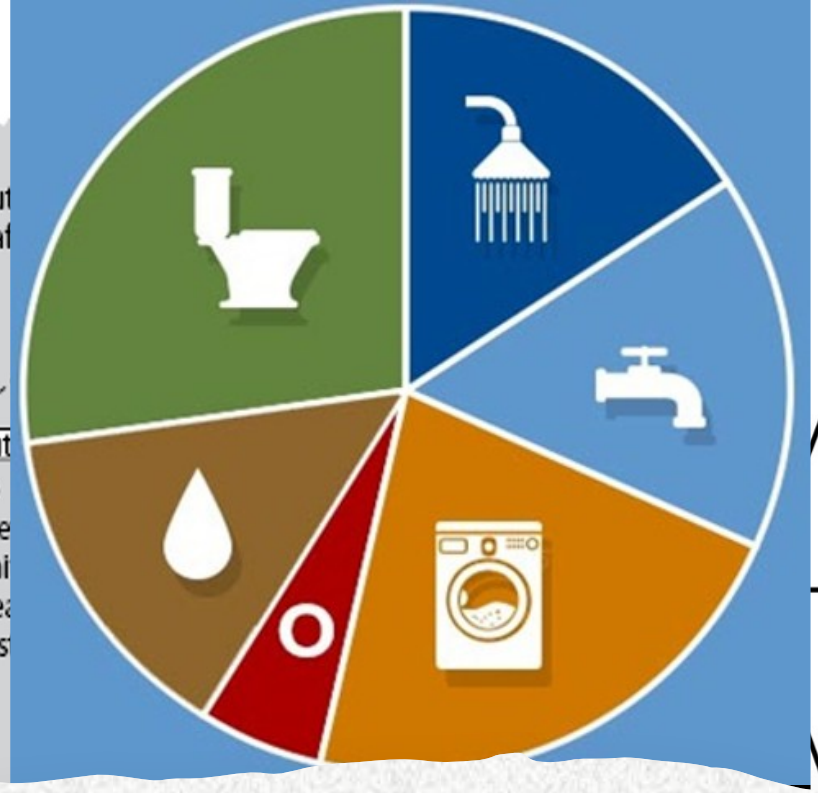
PROBLEM SOLVING

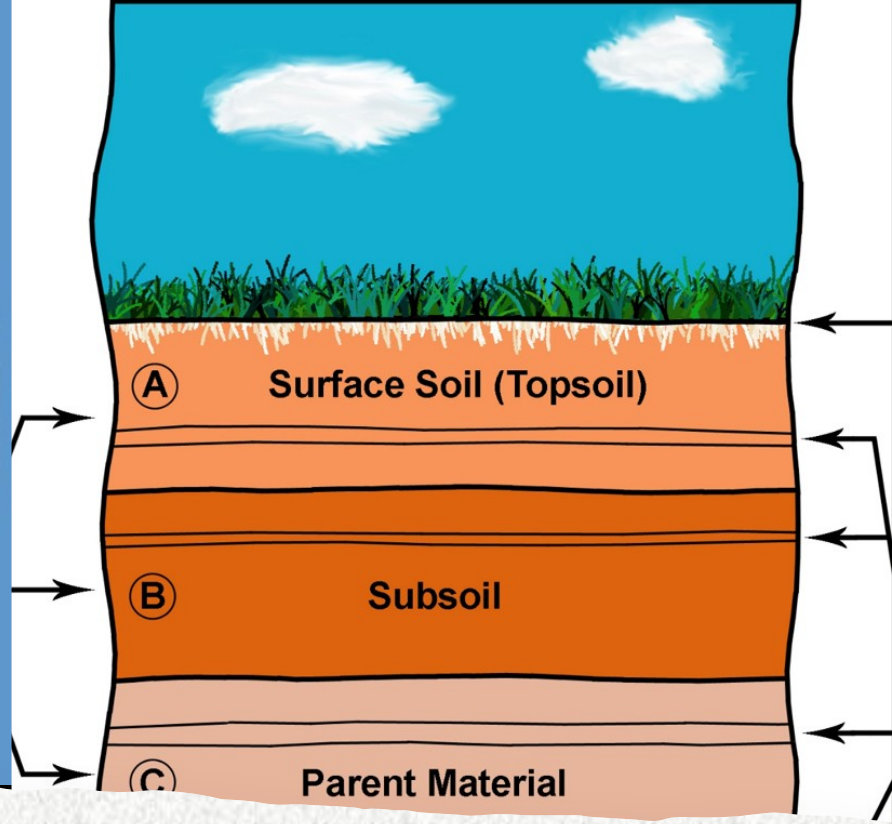


Communicating, ethics, and responsibilities

- Avoiding conflict of interest
- Being transparent, neutral, fair and consistent
- Following science
- Understanding the responsibilities and liabilities inherent to all sectors

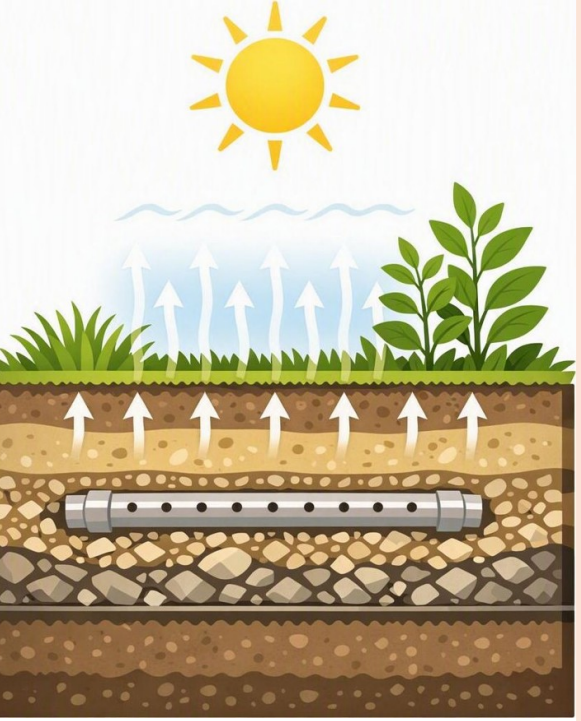






TECHNICAL TRAINING

- Onsite Wastewater: A - Z

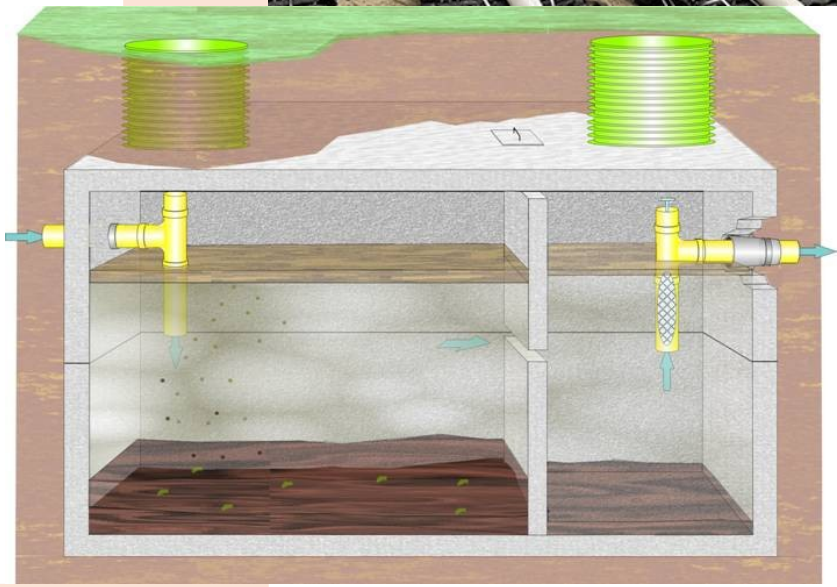


OWTS Basics

- Flow determination
- Discussion on tanks
- Identify various components
- System types
  - Trench
  - Bed
  - Mound, etc.

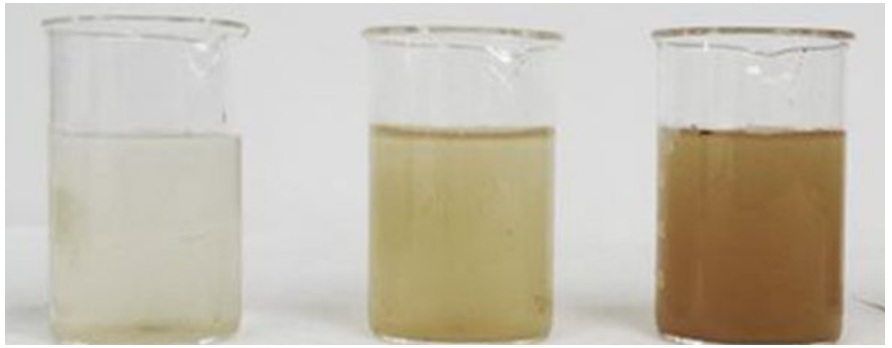




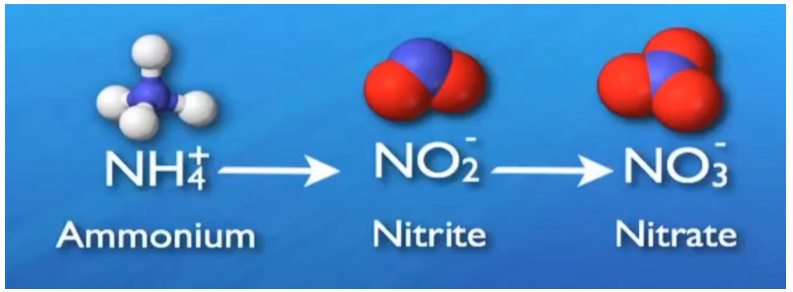


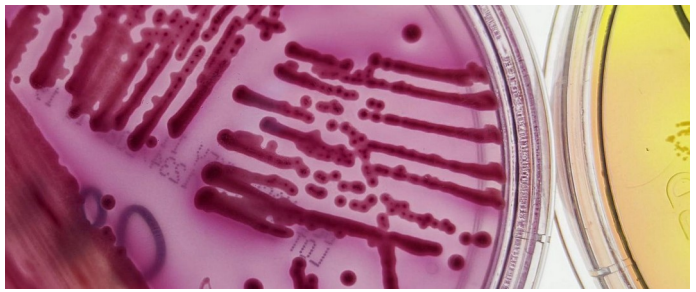
Wastewater Characteristics

- Biochemical Oxygen Demand (BOD_5)
- Total Suspended Solids (TSS)
- Fats, Oils, Grease (FOG)
- Pathogens
- Chemicals

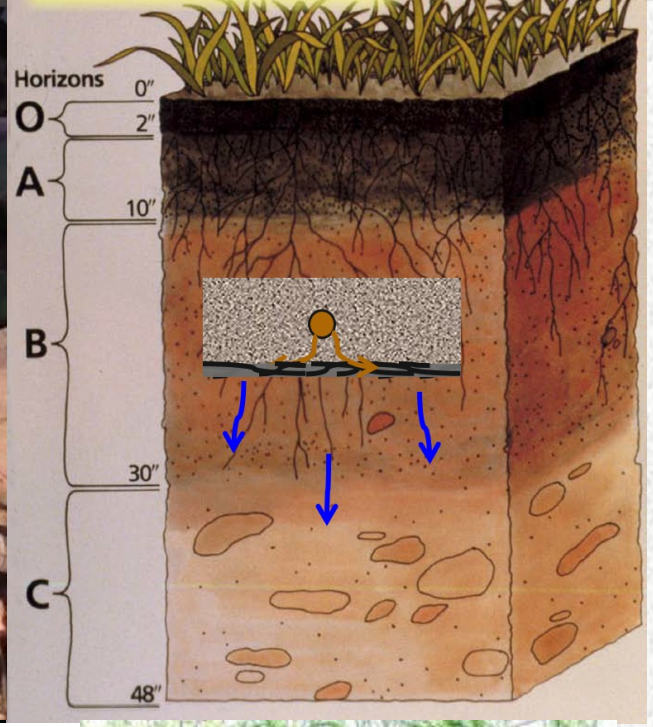


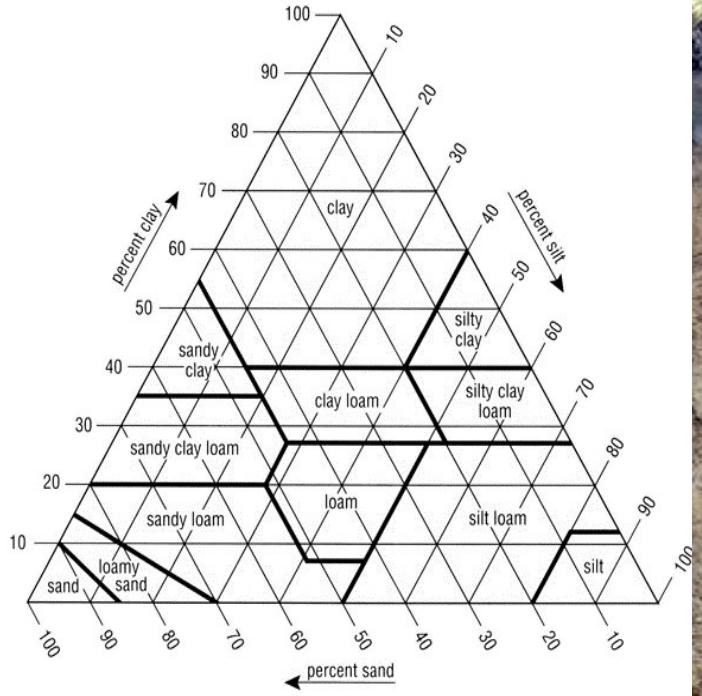














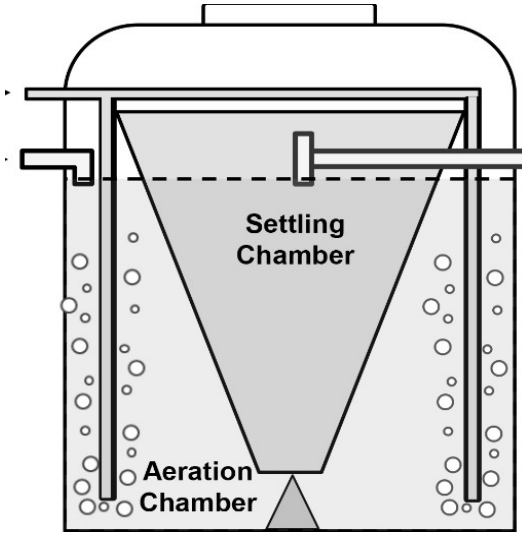
Soils

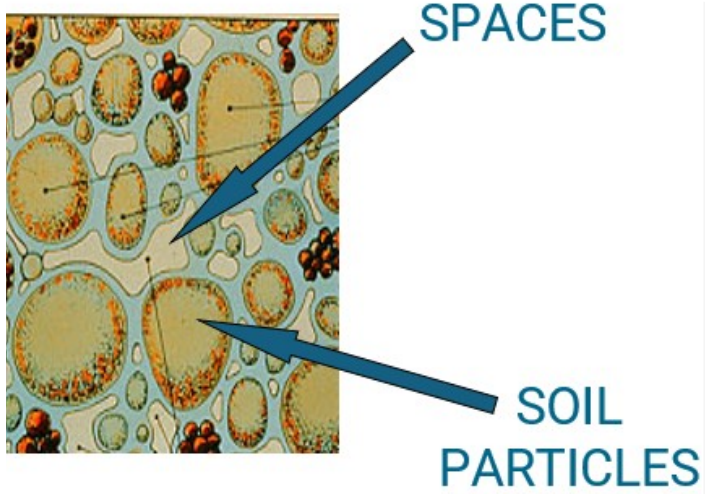
Determining soil type

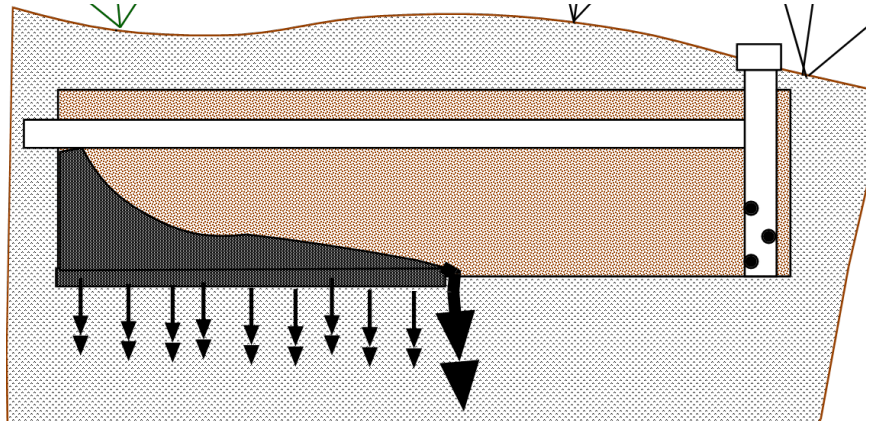
- Texture
- Structure
- Color
- Consistence

- Limiting conditions
  - Groundwater
  - Bedrock
  - Clay
- Loading rates



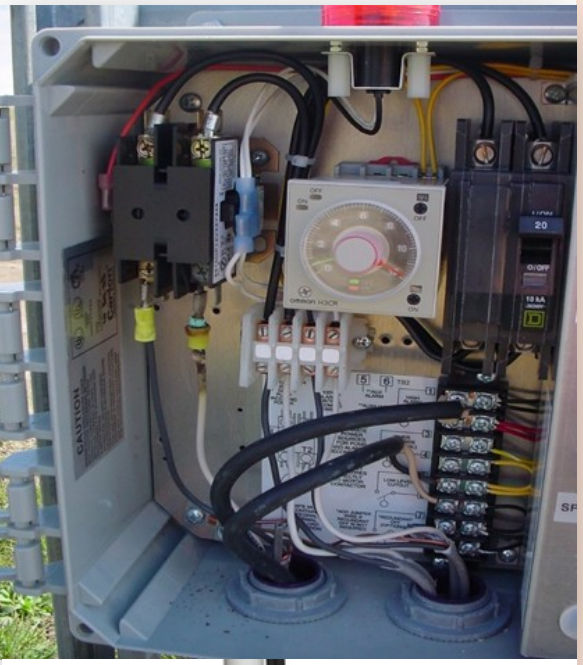






Treatment

- Soil treatment
  - Distribution concepts
  - Saturated vs. unsaturated flow
- Advanced treatment systems
  - Aerobic treatment components
  - Media filters
- Combined treatment and dispersal





Dosing Systems and Controls

- Mechanisms
  - Pumps
  - Siphons
  - Flouts
- Time vs. demand dosing
- Control panels
- Floats, transducers, etc.



Third-Party Certification

- Identify certification agencies and their purpose
  - Certification requirements
- Required maintenance and oversight
  - Two years of O/M required
  - Local requirements supersede











TECHNICAL

Operation and Maintenance

- Purpose
- Regulatory oversight
  - Monitoring/Sampling
  - Operating/Use permits
  - Enforcement
- Service provider functions
- Types of O&M
  - Component
  - Manufacturer O&M
  - Certification requirements

Regulatory Review

- Plan review and permitting
  - Procedures
- Inspecting for compliance
  - Field Safety
  - Initial site evaluation
  - Installation in accordance with design
  - System start-up
  - Final grading
  - Drawings of record

Inspections; Work Stoppage and Enforcement

- Property access
- Stop work orders
  - Justification
  - Documentation
  - Notification
- Complaint investigations
- Legal process





Optional Programs / Training

- Advanced/optional programs
  - Transfer of title inspections
  - Sizing reductions
  - Operating/Use permits
- Training needs
  - Regulators and practitioners
  - Emerging technologies and techniques
  - In person or online
  - Mandatory training hours should not be given away!



Abbreviated, Asynchronous Course by NEHA

Workforce Capacity Building

- Meets professionals where they are
- Builds a foundation for continued learning
- Offers flexible, on-demand access for busy schedules
- Supports expansion and collaboration
- Offers on-going access to resources

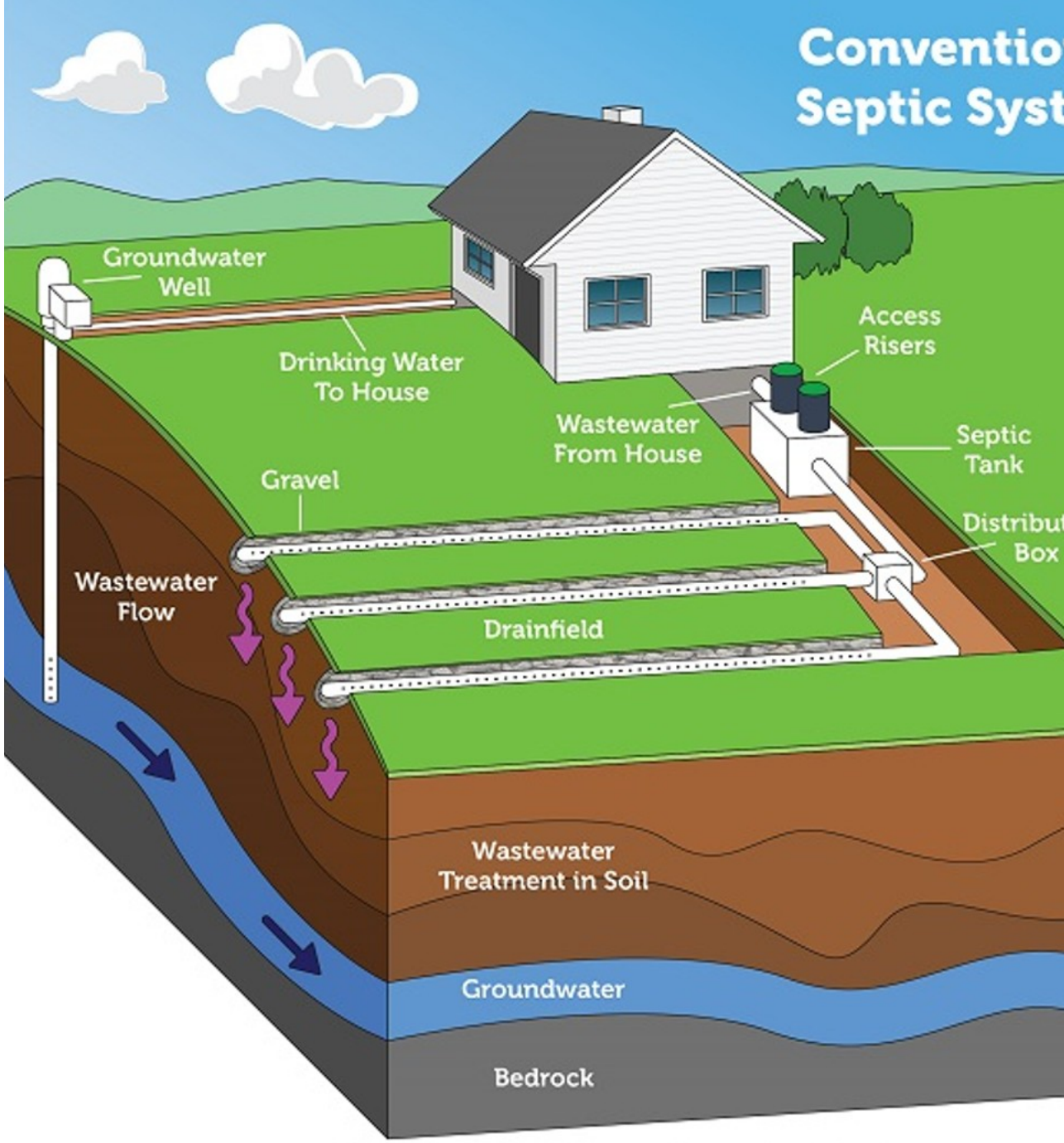


Course Outline

- Awareness/introductory level
- Definitions
- Common systems
- System life cycles
- Risks
- Public health outcomes
- Resources

Future Additional Modules

- In-depth types of systems
- System "failure"
- Natural disasters & OSWS
- Installation
- Design
- Maintenance
- Communication
- Other



LOOKING AHEAD

Built to last — and to scale

National foundation, local flexibility

Statewide replicability

Three sites to pilot and refine the training

Online and in-person training

Timeline

- Year 1 – 2026 – Training material development
  - Learning objectives, presentations, and training exercises
  - Drafts of presentations have been reviewed one time and commented on by our stake holder group
- Year 2 – 2027 – Continue development of materials and set pilot events
  - Manuals and inspection checklists
  - NEHA training course drafting begins
- Year 3 – 2028 – Finalize materials
  - Develop webinars for train the trainer and regulator series
  - Launch NEHA training course

Join Our Stakeholder Group!



Follow the QR Code on this slide to sign up or contact us:

Allison Blodig:
gystconsulting@gmail.com

Christl Tate:
ctate@neha.org

Chuck Cousino:
onsite.cjc@gmail.com

Building regulatory excellence, one module at a time.

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