

A photograph showing four construction workers in a parking lot. One worker in a high-visibility vest and hard hat is standing and gesturing with his hands. Three other workers, also in safety gear, are crouching on the ground, looking at a white bucket and a measuring tape. A white pickup truck is visible in the background.

On-Site Training Catalog

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www.dkf-traininglink.com



TrainingLink® by DKF Solutions Group

IN-PERSON TRAINING COURSE CATALOG

TrainingLink® offers a wide selection of in-person classes designed specifically for public works, water, and wastewater agencies. Our catalog highlights some of the most popular courses available to help your team stay safe, skilled, and in compliance with Cal/OSHA and industry standards. Each class combines practical knowledge with real-world application, giving your employees the tools they need to perform their jobs with confidence.

To schedule a class or request more information, please contact Zoeanne Tafolla, Senior Training Coordinator, at training@dkfsolutions.com or (800) 215-5206.

Don't see the training you're looking for? Additional courses are available upon request, and we're happy to design a program tailored to your agency's needs.

In-Person Courses

Accident Investigation

Length: 1.5 hours

Trainers: Peter Kuchinsky

This course provides employees and supervisors with the knowledge needed to conduct effective accident and incident investigations. Participants will review key regulatory requirements and definitions, along with fundamental concepts that explain how and why accidents occur. Instruction covers proper accident-scene documentation, including recording conditions, gathering evidence, and meeting OSHA reporting expectations. The course also introduces techniques for interviewing involved employees and witnesses and organizing information into a clear sequence of events. Participants will learn how to identify root causes and develop both short-term and long-term corrective actions, including engineering and administrative controls. By the end of the training, attendees will understand how thorough investigations help prevent future incidents and improve overall workplace safety.

Aerial Lift/Boom Training: Aerial Lift/Boom Qualified Operator

Length: 3 hours

Trainers: Michael Thorpe, Richard DeBusk, or Rudy Schroeder

Only trained and authorized persons are allowed to operate an aerial lift. This 3-hour training includes: explanations of electrical, fall, and falling object hazards; procedures for dealing with hazards; recognizing and avoiding unsafe conditions in the work setting; instructions for correct operation of the lift (including maximum intended load and load capacity); when and how to perform inspections; manufacturer's requirements. Workers should be retrained if any of the following conditions occur: an accident occurs during aerial lift use, workplace hazards involving an aerial lift are discovered, a different type of aerial lift is used. Employers are also required to retrain workers who they observe operating an aerial lift improperly.

Basic Inspection, Maintenance, and Repair

Length: 2 hours

Trainer: Roy Reynolds

Participants will learn the basic methods for the inspection of water/wastewater equipment and machinery. Examples of mechanical and electrical troubleshooting and diagnosing practices, as well as precision alignment best practices, methods, and procedures, will be included. The training will also cover preventive, predictive and corrective maintenance of pumps, motors, compressors, drives, HVAC, and valves. Lubrication best practices, oil analysis, and storage will also be discussed. Best practices used in the installation of water/wastewater equipment and machinery will round out this highly informative class.



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Batteries, Changing and Charging

Length: 1 hour

Trainer: Varies

This course trains employees who handle, charge, store, or dispose of storage batteries. Topics include OSHA requirements, battery handling hazards, PPE, electrical precautions, spill cleanup, compatibility, charging safety, and proper disposal procedures. Participants also learn how to review and apply Safety Data Sheet information.

Bloodborne Pathogens

Length: 1 hour

Trainer: Jo Cavanaugh, Richard DeBusk, or Zoeanne Tafolla

Bloodborne Pathogens Training in accordance with Title 8, CCR 5193. Designed for those who are at risk for on-the-job exposure to blood and other bodily fluids in the workplace. This course, tailored to the unique exposures employees face in public works, water, and wastewater, will teach your staff how bloodborne pathogens are spread, how to avoid exposure, and what to do if exposed to infectious material. This course is one of the requirements of Cal/OSHA's Bloodborne Pathogens Standard.

Bypass Evaluation and Drill Training

Length: 4.5 hours if only one drill, 6.5 hours if two drills

Trainer: Andy Morrison

In-person evaluation of bypass equipment and site determination, followed by bypass classroom training and hands-on bypass drills with staff. This training requires the trainer to come out to the site two weeks prior to the drill date to assess the site and equipment. The class is approximately 2.5 hours, followed by a hands-on bypass drill with your agency's equipment. Maximum of 10 trainees per drill.

California Wastewater Exam Math Preparation, Grade III

Length: 4 hours

Trainer: Shawn Powell

In this 4-hour math course you will learn the formulas essential for passing the California Wastewater Grade III exam. We will review some core fundamentals from the Grade II and then move into more advanced concepts like using the MCRT to calculate your wasting rate, using the F/M ratio to determine MLVSS concentrations, calculating BOD and NBOD concentrations, lift station pump down rates, setting sludge pump timers, sludge dewatering math, organic loading to a digester, pump operating cost, and gas production from an anaerobic digester. Knowing these equations and how to apply them will not only help you pass your exam, but are also critical to understanding how to operate a plant as a Grade III journey level operator.

Chainsaw and Wood Chipper Safety

Length: 4 hours (2 hours for classroom only)

Trainer: Rudy Schroeder

Classroom and hands-on training for both gasoline and battery powered chainsaws. Agency to supply chainsaws for hands-on portion of class. Class covers the basics of safe, effective chainsaw use including knowledge of parts of the chainsaw, saw maintenance and cutting techniques. Maximum of 20 students.



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Chemical Hygiene Plan

Length: 1 hour

Trainer: Varies

This session provides an overview of laboratory safety and Chemical Hygiene Plan requirements for employees handling hazardous chemicals. Training covers roles and responsibilities, ventilation and fume hoods, labeling and storage, PPE, chemical procurement procedures, and emergency spill response and first aid in lab environments.

Chemistry: Testing, Data Interpretation, and Equipment

Length: 2 hours

Trainer: Olivia Woolery

This training focuses on chemistry testing, data interpretation, and essential lab equipment use in the environmental field. This session is perfect for lab professionals and technicians looking to strengthen their understanding of routine water and wastewater analyses. We'll walk through a wide range of critical tests—including color, odor, turbidity, pH, temperature, alkalinity, hardness, conductivity, solids, oil and grease, DO/BOD/cBOD, COD, TOC, chlorine, sulfide, phosphorus, and a full suite of nitrogen compounds (ammonia, nitrate, nitrite, TKN, TN), as well as common anions and cations. You'll also learn how to interpret data meaningfully, ensuring accuracy and reliability in reporting. The second half of the training focuses on lab equipment and maintenance—covering the proper use and care of pipettes, burets, titrators, balances, ovens, incubators, thermometers, nephelometers, spectrophotometers, and more. We'll break down key techniques such as colorimetric and electrometric methods, ion chromatography, and sample preparation, along with calibration best practices to ensure precision and compliance.

CIWQS Training for Legally Responsible Officials and Data Submitters

Length: 4-5 hours (may vary depending on number of trainees)

Trainer: Sam Rose or Andy Morrison

This interactive workshop includes both classroom and hands-on training and helps participants avoid common reporting errors and stay compliant with the State Water Board's 2022 Order. Whether you're new to CIWQS or experienced, you'll learn the full spill reporting process—from notifications to final submissions. The course covers reporting Category 1–4 and non-Category 1 lateral spills, submitting No-Spill and annual reports, and uploading required documents such as the SSMP, audit, and attachments. Participants will also review how to amend spill reports and meet audit and recertification requirements. Emphasis is placed on accurate data entry, defensible documentation, and practical tips for avoiding enforcement actions.

Cold Stress

Length: 1 hour

Trainer: Varies

This class reviews how cold environments affect the body and work performance. Participants learn about wind chill, heat loss mechanisms, cold-related injuries and illnesses, and preventive measures such as engineering controls, protective clothing, and safe work practices for cold-weather tasks.



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Collections System Worker Technical Certification Exam Preparation

Length: 6 hours per course

Trainer: Sam Rose

These interactive prep courses are designed for two groups—Grade 1–2 candidates and Grade 3–4 candidates. Each six-hour session focuses on exam strategies, required math, and the CWEA Knowledge Domains, with examples of what to expect on the test and plenty of time for questions. The course emphasizes investing in yourself, applying what you learn on the job, and using certification as a tool for career growth. Participants will strengthen their understanding of key concepts, build confidence, and develop a targeted study plan based on their strengths and weaknesses. The training also introduces broader industry practices to ensure candidates are fully prepared, regardless of their agency's size or processes. By the end, attendees will be better equipped to pass the exam and advance in their careers.

Collections Worker Hybrid Training - Driving, Traffic & Operational Safety

Length: 4 hours

Trainer: Sam Rose

The purpose of this hybrid training program is to review and evaluate the safety and operational practices of field staff in a live environment and provide managers with feedback, which can be compared with expectations. This can later be shared and discussed with staff to develop better ways of doing. Deliverables: evaluation report, including findings, regulatory context, and recommendations.

Confined Space - Overview and Non-EntryRescue

Length: 8 hours

Trainer: Michael Thorpe

This course provides both classroom instruction and hands-on practice to prepare participants for safe confined space operations. The training begins with an overview of Cal/OSHA codes and regulatory requirements, along with how to identify confined and permit-required confined spaces. Participants will learn about the hazards associated with these spaces, including atmospheric, physical, and engulfment risks. Also covered will be the roles and responsibilities of each confined space team member. Instruction includes the proper use of lockout/tagout procedures, ventilation equipment, respiratory protection, and communication tools. The course also introduces the roles and responsibilities of entrants, attendants, and supervisors. Hands-on exercises allow participants to practice pre-entry operations, confined space entries, and non-entry rescue procedures. Emphasis is placed on hazard recognition, safe work practices, and the correct use of retrieval systems. Real-world case studies highlight the importance of planning and adherence to procedures. By the end of the course, attendees will have the knowledge and practical skills needed to conduct confined space operations safely and in compliance with Cal/OSHA standards.

Crane & Hoisting Equipment Operations

Length: 6.5 hours

Trainer: Varies

This course (mobile or overhead crane) teaches employees safe operation, inspection, and maintenance of cranes and hoisting equipment. Topics include operator qualifications, terminology, electrical clearances, rigging practices, sling use, signals, and essential safety procedures for lifting operations.



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Cross-Connection Control Program

Length: 2 hours

Trainer: John Rowe

This class addresses the problem of contaminated water flowing backward through cross-connections into community water systems, a leading cause of waterborne disease outbreaks in the United States. Examples include hoses left in swimming pools, connected to lawn chemicals, or used for car radiators without protection, as well as sprinkler systems or pumps tied into potable water supplies. Participants will learn to define backflow, describe the causes of backpressure and back-siphonage, and explain how these issues affect water distribution systems. The class also reviews the types of backflow preventers, where they should be used, and how they protect public health. In addition, participants will learn how to outline a cross-connection control plan and understand the inspection programs that water systems use to identify risks. By the end of the course, attendees will be better prepared to recognize, prevent, and respond to cross-connection hazards. The State Water Board has approved this training for two contact hours, or 0.2 CEU.

De-Escalation Training

Length: 2 hours

Trainer: Varies

This training prepares employees who work with the public to recognize threats, assess risk, and choose appropriate responses. Participants learn verbal and nonverbal de-escalation techniques, disengagement skills, intervention strategies, and methods to maintain safety for themselves and others in volatile situations.

Defensive Driving

Length: 8 hours

Trainer: Aaron Schroeder or Richard DeBusk

This course is designed for employees who drive personal or fleet vehicles as part of their job duties. Participants will review safe driving habits, hazard recognition, and techniques to prevent crashes. Training covers how to manage hazardous road conditions, stay alert, plan for emergencies, and understand the common causes of collisions. The class also includes a refresher on Cal/OSHA and DMV driving requirements, along with proper procedures following an accident. By reinforcing awareness and proactive decision-making, this course helps drivers stay safe and compliant on the road.

Disaster Service Worker (DSW)

Length: 2 hours

Trainer: Varies

Required for all California government employees, this 2-hour course explains the Disaster Service Worker program, including the DSW oath, duties, activation protocols, emergency roles, and preparedness resources. Participants learn when and how they may be assigned during emergencies and what responsibilities they must fulfill.

Electrical/Instrumentation Grades 1/2 and 3/4 Exam Preparation

Length: 16 hours (over two days)

Trainer: This interactive course is designed for CWEA Grade 1–2 candidates and Grade 3–4 candidates seeking a deeper understanding of how electrical and instrumentation systems impact water and wastewater operations. The course provides focused exam preparation



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aligned with the CWEA Candidate Handbook and Knowledge Domains, beginning with proven exam-readiness strategies, followed by a review of required math and key knowledge areas. Participants work through realistic exam-style questions, engage in discussion, and receive practical tips to understand why questions are asked, identify strengths and weaknesses, and build a targeted improvement plan—helping them gain confidence, add value to their agency, and prepare for career advancement.

Electrical Safety Awareness

Length: 2 hours

Trainer: Richard DeBusk or Tony Lipka

This course is designed for employees who work around electrical hazards but do not perform energized electrical work. Participants will learn safe work practices that help prevent electrical accidents while operating equipment, using portable tools, opening panels, or working near overhead power lines. The training introduces basic electrical terminology—such as volts, amps, grounding, shock, and arc flash—and provides a clear overview of typical industrial electrical systems. Common workplace tasks are reviewed with an emphasis on recognizing hazards and evaluating whether equipment is operating normally. The course also covers inspection of power cords and tools, understanding dead-front panel protection, required line-clearance distances, and the purpose of electrical boundaries. Instruction is interactive, allowing participants to discuss their own job tasks and apply safe work practices to real-world situations.

Electrical Safety (Low Voltage) - Qualified Worker

Length: 8 hours

Trainer: Richard DeBusk

This comprehensive course prepares participants to earn their Qualified Low Voltage Electrical Workers (QLVEW) certification through a combination of classroom instruction and hands-on practice. The program is delivered in two four-hour sessions, beginning with Part 1 at the agency, where attendees are introduced to the NFPA 70E standard and learn the fundamental principles of electrical safety. Participants review electrical hazards, risk assessment procedures, and the importance of personal protective equipment (PPE), which they are required to bring to class. In Part 2, conducted at the DuAll offices in Fremont, CA, participants expand their knowledge through practical exercises that reinforce safe work practices, hazard awareness, and compliance with regulatory standards. The training emphasizes the critical role of PPE, proper equipment use, and adherence to established safety protocols. Real-world case studies and scenarios are used to highlight the consequences of unsafe practices and the importance of ongoing vigilance. By completing both sessions, participants will meet the requirements for QLVEW certification and gain the confidence to perform low-voltage electrical work safely and legally. This course provides a strong foundation for electrical safety and supports agencies in maintaining compliance with NFPA 70E and Cal/OSHA standards.

Emergency Response Plan

Length: 4 hours

Trainer: John Balestrini

This course prepares employees to respond effectively during workplace emergencies by reviewing the key elements of an Emergency Action Plan. Participants will learn about evacuation routes, assembly points, communication methods, and the responsibilities of designated staff. The training emphasizes employer requirements under safety regulations and the importance of regular employee training and drills. Attendees will explore how to respond to various emergencies, including fires, chemical spills, power outages, and natural disasters. Real-world examples highlight lessons learned from past incidents and the value of preparedness. By the end of the class, participants will understand how to protect themselves and others while supporting a safe and orderly evacuation. This in person training includes an emergency response drill.



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Excavation Competent Person

Length: Varies

Trainer: Rudy Schroeder

This course provides the knowledge and skills required to serve as a competent person for trenching and excavation work, as defined by Cal/OSHA. Participants will learn to identify existing and potential hazards, implement protective systems, and ensure compliance with safety standards. The training covers soil testing and classification, water accumulation hazards, access and egress requirements, and protection from cave-ins through sloping, shoring, or shielding. Instruction also addresses underground utility location, traffic exposure, and atmospheric hazards. Emphasis is placed on inspection responsibilities and the authority of the competent person to stop work until hazards are corrected. Real-world examples reinforce how proper oversight prevents injuries and fatalities. By the end of the class, participants will be prepared to conduct inspections, maintain compliance, and ensure safe excavation operations.

Fall Protection Competent Person

Length: 6-7 hours

Trainers: John Balestrini or Michael Thorpe

Falls remain one of the leading causes of traumatic occupational deaths, and this course is designed to ensure participants don't become part of that statistic. Over the course of one day, attendees will gain the knowledge and skills required to identify fall hazards, assess risks, and select the most effective methods to reduce or eliminate those hazards. The training introduces participants to the California Code of Regulations, Title 8, as well as the dynamics of a fall and the forces involved. Participants will learn to distinguish between fall prevention and fall arrest systems and to apply the hierarchy of controls to protect workers at height. The course provides practical instruction on anchorage points, connecting devices, and proper use of personal fall protection equipment. Emphasis is placed on inspection, maintenance, and documentation requirements to ensure compliance and long-term safety. Rescue procedures and emergency planning are also addressed, giving attendees a complete view of fall protection responsibilities. By the end of the course, participants will be prepared to serve as a Competent Person, capable of overseeing fall protection programs, conducting risk assessments, and guiding crews in safe work practices at height.

Fire Extinguisher (Portable)

Length: 1 hour

Trainer: Varies

This annual class instructs employees in the safe use of portable fire extinguishers. Topics include fire classes, extinguisher types, when and how to fight a fire, alarm procedures, the P.A.S.S. method, and inspection and maintenance requirements to ensure extinguisher readiness.

First Aid/CPR/AED

Length: 4.5 hours

Trainers: Michael Thorpe, John Balestrini, Richard DeBusk, or Zoeanne Tafolla

Cal/OSHA requires many trades to maintain current First Aid and CPR training, and this course equips participants with the essential skills to meet that standard. Over the course of four hours, attendees will learn how to recognize medical emergencies, quickly assess a scene, and take immediate action to protect life and safety. The training covers the steps for calling 911, ensuring scene safety, and providing basic interventions until professional help arrives. Participants will practice opening an airway, administering chest compressions, delivering rescue breaths, and using an automated external defibrillator (AED). Instruction also includes methods for



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controlling bleeding and clearing foreign body airway obstructions. Emphasis is placed on confidence-building through interactive practice and real-world scenarios. By the end of the class, participants will be prepared to respond to both injuries and sudden illnesses in the workplace. Successful completion results in a certification valid for two years, ensuring compliance with regulatory requirements and enhancing overall workplace safety.

Flagging/Traffic Control

Length: 4 hours

Trainers: Rudy Schroeder or Richard DeBusk

Cal/OSHA requires all flaggers to receive training, and this course provides the knowledge and skills needed to meet that requirement. Participants will be introduced to the fundamentals of traffic control and work zone flagging in accordance with Cal/OSHA Construction Safety Orders 1599(f) and 1599(g). The course also follows the standards outlined in the California Manual on Uniform Traffic Control Devices (MUTCD), ensuring that students are prepared to apply consistent, safe practices on the job. Attendees will learn proper flagging techniques, positioning, communication methods, and hazard recognition to help protect both workers and the public. A written examination is required, with answers reviewed to reinforce learning and clarify key concepts. Upon successful completion, participants will receive a certificate and a laminated pocket card for field use. This training is especially valuable for employees in public works, street maintenance, wastewater, landscaping, and any role involving traffic control. Class size is limited to 30 participants per session to ensure individual attention and practical learning.

Forklift Authorized User

Length: 4 hours

Trainers: Michael Thorpe, Rudy Schroeder, or Richard DeBusk

This course satisfies Cal/OSHA's Powered Industrial Truck Operator Training requirements under Section 3668. All operators must be trained and certified before using a forklift, and this class ensures participants meet those standards. The training covers the specific type of forklift used at the job site as well as conditions unique to the workplace. Participants will learn about the different types of forklifts, their controls, and how they differ from automobiles. The course explains stability concepts, including the center of gravity and stability triangle, to help operators understand balance and tipping hazards. Attendees will practice pre-use inspections, safe load handling, and proper travel techniques, with emphasis on maintaining control and avoiding common hazards. Instruction also includes safe procedures for parking, refueling, modifications, and basic maintenance. Hands-on exercises allow participants to apply classroom concepts in real-world scenarios, reinforcing safe operating habits. By the end of the course, operators will be able to choose, inspect, and operate forklifts safely while protecting themselves and their coworkers. Successful completion fulfills the certification requirement for forklift operators under Cal/OSHA.

Fundamentals of Math for Entry-Level Mechanics

Length: 2 hours

Trainer: Roy Reynolds

This course introduces participants to the foundational math skills needed for success. The training covers the order of operations, basic geometry, and essential problem-solving techniques commonly used in the field. Participants will practice working with fractions and decimals, including how to convert between the two. The course also emphasizes interpreting and solving word problems, an important skill for applying math in real-world scenarios. Instruction is designed to build confidence for those who may feel rusty with math while reinforcing accuracy and consistency. By the end of the class, participants will have a stronger grasp of the calculations they need for day-to-day tasks and certification exams.



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Going from Buddy to Boss

Length: 6 hours

Trainers: James McPherson, Andy Morrison, Ralph Stevens

Moving from coworker to supervisor can be one of the toughest transitions in a career. This course is designed to give new public works and utilities managers the tools to step confidently into leadership. Participants will learn how to establish authority while building trust, motivate employees rather than simply enforce rules, and avoid the common pitfalls that derail new supervisors. The training covers performance evaluations, hiring and discipline, and how to communicate expectations clearly and effectively. Emphasis is placed on setting boundaries, practicing situational leadership, and developing employees for long-term success. The course also explores union relations, contracts, documentation, and human resources requirements, giving new supervisors a strong foundation for compliance and professionalism. Real-world scenarios help participants practice problem-solving, conflict resolution, and meeting management. By the end of the seminar, attendees will be better equipped to balance leadership responsibilities with team relationships and to build a workplace culture of accountability and success.

Hand and Portable Powered Tools and Equipment

Length: 1 hour

Trainer: Varies

This course provides employees who use hand and powered tools with essential safety practices to prevent injuries. Topics include tool selection, guarding requirements, blade exposure, anchoring fixed machinery, mechanical power transmission hazards, abrasive wheel machinery, woodworking tools, switches, and required PPE. The class reinforces proper handling techniques and hazard recognition to ensure safe tool operation.

Hazard Communication – Globally Harmonized System (GHS)

Length: 1.5 hours

Trainer: Varies

Designed for employees who handle or may be exposed to hazardous materials, this 1.5-hour course covers chemical inventory procedures, SDS access, GHS-compliant labeling, NFPA placards, material storage and compatibility, and routes of exposure. Participants learn how to identify hazards, read SDS information, and implement safe handling practices under Cal/OSHA's Hazard Communication Standard.

Hazardous Materials Business Plan (Title 22)

Length: 3 hours

Trainers: Brianna Lipka

This course meets or exceeds the Department of Toxic Substances Control (DTSC) and local CUPA requirements for hazardous waste management training under Title 22 CCR 66264.16. Participants will learn how to properly identify, handle, label, store, inspect, and dispose of hazardous and universal waste in accordance with state regulations. The training covers hazardous waste determinations, exempted wastes, empty container management, satellite accumulation, and storage requirements such as labeling, compatibility, and time limits. Instruction also includes contingency and emergency response procedures, spill cleanup, reporting, and transportation requirements. Attendees will review essential recordkeeping practices, including EPA ID numbers, manifests, bills of lading, and inspection logs. The course emphasizes waste minimization and source reduction strategies along with universal waste management. Training materials include lecture, video, exercises, forms, and sample labels to reinforce practical application. By the end of the session, participants will understand how to maintain compliance and safely manage hazardous waste at their facility.



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Hazardous Waste Management

Length: 4 hours (initial) or 2 hours (refresher)

Trainer: Varies

Required for employees involved in generating, storing, or disposing of hazardous waste, this course meets Title 22 CCR 66264.16 training requirements. The program reviews waste determination, inspections, manifesting, transportation rules, documentation, emergency spill procedures, and compliance with EPA, Cal/EPA, and Cal/OSHA regulations. Available as a 4-hour initial or 2-hour refresher session.

HAZWOPER First Responder Operations (FRO) Refresher

Length: 8 hours

Trainer: Richard DeBusk or Briana Lipka

This annual refresher course meets OSHA 29 CFR 1910.120(q) requirements for First Responder Operations-level personnel. It is designed for employees who respond defensively to hazardous substance releases in order to protect people, property, and the environment without attempting to stop the release. The course reviews hazard recognition, risk assessment, chemical identification, and personal protective equipment (PPE) usage. Participants will revisit key response strategies such as containment, isolation, and defensive spill control tactics. Topics also include decontamination procedures, toxicology basics, and proper communication within the Incident Command System (ICS). Real-world case studies and tabletop scenarios help reinforce learning and promote practical application. The class emphasizes safe, compliant decision-making during hazmat incidents. A written or verbal knowledge review is included to verify retention and support documentation requirements. This course is ideal for public works and utility personnel who have previously completed initial FRO training.

Hearing Conservation

Length: 1 hour

Trainer: Richard DeBusk

This course is designed for employees exposed to noise levels of 85 dBA or higher, as well as supervisors responsible for directing those employees. The training meets the requirements of Title 8 CCR 5097 and provides an overview of the Hearing Conservation Program. Participants will learn how noise affects hearing, the purpose of audiometric testing, and what to expect during testing procedures. The course explains different types of hearing protection, including their advantages, limitations, and expected noise reduction. Instruction includes hands-on guidance for selecting, fitting, using, and caring for hearing protection devices. The class also reviews noise level survey results and the equipment employees use in high-noise environments. By the end of the training, participants will understand how to protect their hearing and comply with Cal/OSHA regulations.

Heavy Equipment Training: Skid, Backhoe, Mini-excavator

Length: 4-8 hours

Trainer: Rudy Schroeder

This full-day, in-house training provides operators with practical knowledge and hands-on experience using skid steers, backhoes, and mini excavators. Participants will learn machine fundamentals, including controls, pre-use inspections, and basic maintenance requirements. The course emphasizes safe operating principles, such as stability, load management, and awareness of surrounding hazards. Attendees will gain confidence maneuvering equipment in different site conditions, from confined spaces to uneven terrain. Instruction also covers trenching, excavating, and material handling, with a strong focus on protecting both workers and underground utilities. Real-world scenarios are used to highlight common mistakes and how to avoid them. The training also reviews Cal/OSHA



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requirements and best practices for heavy equipment operations. By the end of the course, participants will have the skills to operate each machine safely and effectively.

Homeless Encampment Clean-Up Safety

Length: 2 hours

Trainer: Varies

This course prepares employees for safe clean-up of homeless encampments where biohazard exposure may occur. Topics include handling urine, feces, and contaminated materials; managing sharps; PPE requirements; removal and containment of infectious waste; and precautions related to Hepatitis A, B, C, HIV, and tuberculosis. Includes an overview of Cal/OSHA Bloodborne Pathogens requirements.

Hot Work Safety

Length: 1 hour

Trainer: Varies

Employees performing cutting, grinding, welding, brazing, or similar spark-producing tasks will learn how to identify fire hazards and implement controls. This class covers designated hot-work areas, distance requirements from combustibles, shielding, protecting floor and wall openings, hot-work permits, and fire watch responsibilities.

Injury & Illness Prevention Program (IIPP)

Length: 1 hour

Trainer: Varies

This training introduces employees to the key components of a compliant IIPP, including hazard identification, reporting procedures, accident investigation, emergency response, communication methods, and employee responsibilities. Participants learn how the IIPP reduces risk and supports a safe workplace under 8 CCR 3203.

Intensive Driver

Length: 6 hours

Trainer: Sam Rose

This training provides a comprehensive field-based evaluation of your district's sewer cleaning and traffic control operations. Participants will observe real-time setup of the Vac-Con, CCTV van, and associated traffic controls, followed by observation of sewer cleaning and camera work through completion and teardown. The review will assess whether current procedures align with industry best practices and identify opportunities for improvement. Written recommendations will be provided, including feedback on traffic control methods such as setup, takedown, equipment and signage use, and vehicle lighting. The training also evaluates whether supplemental controls—such as rumble strips—may enhance crew and driver awareness when approaching the work zone. A major emphasis is placed on the safe operation of district vehicles and equipment, including pre-trip inspections, hazard awareness, maneuvering large vehicles, and the proper use of spotters. This focus is especially important, as most recent accidents have occurred on plant grounds due to collisions with stationary objects.



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Laboratory Math: Lab Analyst Certification, Grades I & II

Length: 2 hours

Trainer: Olivia Woolery

There's no need to fear laboratory math! This practical course will help prepare you for the math section of the CWEA Laboratory Analyst, Grades 1 & II exams. Hone your math problem solving skills and gain practical study tips from our skilled trainer, a Laboratory Supervisor with a CWEA Laboratory Grade IV certification.

Ladder/Fixed Ladder Safety

Length: 2 hours

Trainer: Rudy Schroeder

This two-hour Ladder Safety course provides employees with essential knowledge to safely select, inspect, and use ladders in the workplace. The training covers applicable safety standards, ladder types commonly used in public works, water, and wastewater operations, and proper inspection requirements for both portable and fixed ladders. Participants will learn safe operating practices, including choosing the right ladder, proper setup and take-down, maintaining three-point contact, tie-off procedures, working around electrical hazards and obstacles, and using appropriate tools and PPE. The course also addresses common ladder-related hazards such as falls, electrocution, dropped objects, fatigue, and weather conditions, helping workers reduce risk and work more safely at height.

Lead Safety Awareness

Length: 1 hour

Trainer: John Balestrini

This course provides employees with the essential knowledge required to work safely around lead and comply with Cal/OSHA, Fed/OSHA, EPA, and CalEPA regulations. Participants will learn the basics of lead toxicology, including how lead enters the body and the health effects associated with exposure. The training reviews the use of the Hazard Communication Program and Lead Safety Data Sheets, along with proper labeling, storage, handling, and inspection practices. Instruction covers methods for detecting lead, selecting and using appropriate personal protective equipment (PPE), and understanding exposure reporting requirements. The course also introduces safe cleaning procedures to prevent contamination and protect workers and the environment. By the end of the session, attendees will understand regulatory responsibilities and be prepared to recognize and control lead-related hazards in the workplace.

Lockout/Tagout for Affected Employees

Length: 2 hour

Trainer: Ron Gordon

Every year, workers are seriously injured or killed when equipment is unexpectedly started or when stored energy is released during maintenance or repair. Hazardous energy can take many forms—including electrical, hydraulic, pneumatic, water pressure, and even gravitational force—making proper control measures essential. Lockout/Tagout (LOTO) is one of the most important components of any safety program because it ensures that machinery is safely isolated before work begins. When implemented correctly, LOTO protects employees from accidental energization and the sudden release of stored energy. This course provides clear guidance on identifying energy sources, understanding how hazardous energy is contained, and isolating equipment using approved LOTO procedures. Participants will learn the fundamental steps of effective lockout/tagout, along with best practices that help prevent injuries and ensure compliance with Cal/OSHA requirements. By the end of the class, attendees will be better prepared to recognize hazardous energy, control it safely, and apply LOTO procedures with confidence.



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Machine Guarding

Length: 1.5 hours

Trainer: Varies

Employees who operate or work around machinery learn how guards prevent injuries and how to recognize unsafe conditions. This course covers point-of-operation hazards, types of guards, placement and removal, entanglement risks, machine-specific requirements, and PPE.

Machine Tool Safety

Length: 2 hours

Trainer: Varies

This course reviews the safe operation of common machine tools, including lathes, mills, grinders, and drill presses. Topics include pre-use inspections, guarding, cutting tool hazards, securing materials, emergency stop controls, and proper PPE to prevent severe injuries.

Mechanical Maintenance Worker Technical Certification Exam Preparation

Length: 8 hours

Trainer: Roy Reynolds

This interactive CWEA Exam Preparation course is offered in two tracks—one for Grade 1–2 candidates and a separate class for Grade 3–4 candidates—and provides eight hours of focused exam prep aligned with the CWEA Candidate Handbook and Knowledge Domains. The course begins with proven strategies for exam readiness, followed by a review of required math and key knowledge areas, reinforced through example exam questions and open discussion. Participants will identify their strengths and weaknesses, develop a plan to improve areas of need, learn relevant industry concepts and practices, and gain practical tips to approach the exam with confidence.

Microbiology: Testing, Data Interpretation, and Equipment

Length: 2 hours

Trainer: Olivia Woolery

This 2-hour training will cover essential microbiology and toxicity testing techniques, data interpretation, and equipment maintenance in environmental laboratories. This session is ideal for lab professionals involved in analyses such as MTF, enzyme substrate, HPC, MF, and toxicity assessments. We'll also delve into the proper use and maintenance of critical lab equipment like autoclaves, refrigerators, incubators, water baths, microscopes, culture counters, UV light systems, and Quantitray sealers. You'll learn how to effectively operate these tools, ensure proper maintenance, and understand the role they play in accurate testing and data interpretation.

Mindfulness for Workplace Safety

Length: 1 hour

Trainer: Varies

A non-technical course that teaches employees how to use mindfulness techniques to improve focus, reduce stress, increase situational awareness, and make safer decisions. Participants learn strategies for staying present and attentive in dynamic or high-risk environments.



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IN-PERSON TRAINING COURSE CATALOG

Non-Mobile Cranes and Hoists

Length: 6.5 hours

Trainers: Richard DeBusk or Henry Fockler

This course provides employees who work with or around cranes and hoisting operations with the knowledge and skills to operate safely and in compliance with Cal/OSHA Title 8 CCR 5006. Designed for employees who work with or around cranes (mobile cranes with boom lengths under 25 feet or a maximum capacity under 15,000 pounds) and hoisting operations. Participants will learn operator qualifications, key terminology, and the proper use of different sling types. The training includes cable and wire rope load capacities, clearance requirements, and safe operating procedures. Emphasis is placed on equipment maintenance, inspection documentation, and regulatory requirements. Hands-on instruction covers rigging practices, sling use, and the proper application of hand signals using a quick reference chart. Real-world examples and demonstrations reinforce best practices and hazard recognition. Refresher training is recommended as needed to maintain safety and compliance. Class size is limited to 15 students to ensure individual attention and effective practice.

Non-Mobile Cranes and Hoists: Crane Operations/Rigging

Length: 7 hours

Trainer: Greg Peters

This course provides participants with the knowledge and skills required to perform safe and effective rigging operations in compliance with industry standards. Attendees will learn the roles and responsibilities of the crane operator, rigger, signal person, and supervisor. The training covers identification and proper use of rigging hardware, safe working load factors, and how to determine the correct gear for the task. Participants will study wire rope construction, shackle use, and the inspection of slings, hooks, chains, and other hardware. Emphasis is placed on recognizing defective equipment, removal from service, and safe storage practices. The course also reviews types of hitches, D/d ratios, center-of-gravity considerations, and tagline requirements. Instruction includes hand signals and practical demonstrations that reinforce proper rigging techniques. Participants will practice calculating load weights and applying safe rigging methods in hands-on exercises. The class concludes with both a written and practical assessment to ensure competence. By the end of the day, attendees will be qualified to perform rigging duties safely and confidently.

Office Safety Essentials

Length: 2-3 hours

Trainer: Peter Kuchinsky

This course provides an overview of the most common ways office employees are injured, based on loss-run data from multiple insurance pools. Participants will learn how soft-tissue injuries occur and how proper ergonomics can prevent strain, discomfort, and long-term issues. The class covers housekeeping practices, slip and trip prevention, and other everyday hazards that often lead to injuries. Key Cal/OSHA requirements—such as the Injury and Illness Prevention Program (IIPP), accident and near-miss reporting, Hazard Communication, Emergency Action Plans, and Workplace Violence Prevention—are reviewed to help employees understand their role in maintaining a safe workplace. The training also provides final guidance on topics such as First Aid/CPR/AED awareness and the proper use of portable fire extinguishers. To reinforce learning, the class includes a team-based scavenger hunt where participants locate important safety resources in their workspace, including emergency exits, fire extinguishers, first aid kits or AEDs, SDS binders, evacuation maps, assembly points, and reporting contacts. This interactive activity helps employees apply what they've learned and become more familiar with the safety tools available to them.



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IN-PERSON TRAINING COURSE CATALOG

Personal Protective Equipment (PPE)

Length: 1 hour

Trainer: Varies

This course provides an overview of employer and employee responsibilities for selecting, using, and maintaining PPE. Training includes hazard assessment, eye and face protection, hearing protection, gloves, footwear, respiratory protection basics, and proper donning/doffing procedures.

Pesticides

Length: Varies

Trainer: Brianna Lipka

This course provides an overview of pesticide safety and the essential practices needed to protect workers and the environment. Participants will learn about common pesticide hazards and the various ways chemicals can enter the body. The class reviews the signs and symptoms of overexposure, along with the appropriate first aid response in an emergency. Training includes both routine and emergency decontamination procedures to reduce the risk of contamination. Participants will also learn how to select, use, and maintain personal protective equipment (PPE) and review required safety procedures and engineering controls. Environmental concerns, regulatory requirements, and the role of Safety Data Sheets (SDS) are discussed to reinforce safe handling practices. The course concludes with a review of the specific pesticides used at the worksite and a detailed discussion of their labels and instructions for safe use.

Pneumatic Nailers and Staplers

Length: 1 hour

Trainer: Varies

This course focuses on the safe use of pneumatic tools, covering trigger types, air pressure hazards, ricochet risks, work area precautions, PPE requirements, and safe operating techniques to prevent puncture wounds and other serious injuries.

Powder-Actuated Tools

Length: 2 hours

Trainer: Varies

Participants learn how to safely use powder-actuated fastening tools, including loading procedures, misfire protocols, securing work surfaces, selecting fasteners, PPE requirements, and Cal/OSHA safety rules to prevent high-velocity injuries.

Power Lawn Mower Safety

Length: 1 hour

Trainer: Varies

This course addresses safe operation of push and ride-on mowers, including blade hazards, rollover risks, fuel handling, pre-use inspections, guarding, terrain hazards, and required PPE. Emphasis is placed on preventing lacerations, burns, and struck-by accidents.



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IN-PERSON TRAINING COURSE CATALOG

Preliminary and Primary Treatment

Length: 2 hours

Trainer: Shawn Powell

Whether you're preparing for an exam or looking to deepen your knowledge, our comprehensive California Grade I-II Wastewater Treatment Training on Preliminary and Primary Treatment will give you the confidence you need to field related questions on your Wastewater Treatment Plant Operator Exam. In the first hour we will cover Preliminary Treatment which includes screening, grit removal, and its importance. In the second hour we will discuss Primary Treatment which can include sedimentation, floatation, and removal of large solids that make it past preliminary treatment. Both of these topics are imperative to understand for your California Grades I-II exams and when operating in the field.

Pumping and Delivering Water in Public Water Systems

Length: 2 hours

Trainer: John Rowe

This 2-hr course will discuss pumping and delivering water in public water systems. Pumps serve many purposes in water treatment plants. They may be classified by the character of the material handled, such as raw or filtered water, or they may relate to the conditions of pumping: high lift, low lift, or high capacity. They can be further classified by principle of operation, such as centrifugal, propeller, reciprocating, and turbine. Learning Objectives: At the end of this class, you should be able to: Describe the types of pumps that are used in public water distribution systems and treatment plants; Describe the functions of end-suction, split case, and vertical turbine centrifugal pumps; Outline the component parts of centrifugal pumps and their significance; Describe the differing types of pumping systems employed in public water systems; and Outline maintenance activities that are employed in maintaining equipment that is used in extending the life of this equipment. The State Water Board has approved this class for 2 contact hours or 0.2 CEU.

Reasonable Suspicion (DOT)

Length: 3 hours

Trainer: Richard DeBusk

This course provides supervisors with the knowledge required to meet DOT Reasonable Suspicion training requirements under 49 CFR 382.215. Participants will receive a clear regulatory overview and learn which safety-sensitive functions fall under DOT testing rules. The class explains the conditions that trigger reasonable suspicion testing and reviews the "Unsafe Six" substances included in DOT drug screenings. Instruction covers employee rights, what to expect at the collection center, and the procedures for both drug and alcohol testing. Participants will also learn how test results are evaluated and reported, along with an overview of common illicit drugs and their effects. By the end of the training, supervisors will understand their responsibilities in identifying indicators of substance misuse and initiating reasonable suspicion testing in a compliant, consistent manner.

Sample Collection and Handling, Documentation, Regulations, Methodology, QA/QC, and Ethics

Length: 2 hours

Trainer: Olivia Woolery

This focused and practical 2-hour training will cover the critical foundations of environmental sampling, data integrity, and regulatory compliance. In this session, attendees will gain a clear understanding of sample collection—from differentiating between regulatory, process control, and study program needs to creating sampling plans, selecting the right sample types, and meeting method requirements, including bottle types, preservatives, and hold times. We'll also walk through the essentials of proper chain of custody



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documentation to ensure your samples are legally defensible and compliant. We'll continue with data ethics and integrity, including legal defensibility through training records, SOPs, and material quality, as well as lab ethics, data integrity practices, Quality Assurance and Quality Control, and thorough documentation practices such as traceability and proper record correction. To wrap up, we'll provide an overview of the regulatory landscape, including key agencies like the EPA, CWA, SRWCB, and local health departments. You'll learn how to navigate approved methods (Standard Methods, EPA, ASTM), understand the relevance of 40 CFR 136/141, CCR, and ELAP, and make informed decisions based on interferences, costs, and regulatory requirements.

Scaffold Competent Person

Length: 6.5 hours

Trainer: Rudy Schroeder

This course provides the required training for employees who oversee the erection, inspection, and dismantling of scaffold systems in accordance with Cal/OSHA T-8 1637-1644 and OSHA 29 CFR 1926 Subpart L. Designed for construction workers, foremen, and supervisors, the class covers scaffold standards, access requirements, foundations, platform construction, inspection procedures, fall protection, and common hazard recognition. Participants learn the responsibilities of a Competent Person and how to ensure scaffolds are built and used safely. Training is delivered classroom-style at your job site, with each attendee receiving a Competent Person certificate and wallet card upon successful completion. Refresher training is recommended every three years or when new scaffold types or unfamiliar conditions arise.

Scaffolding Safety

Length: 4 hours

Trainer: Rudy Schroeder

This course provides scaffold users with the essential knowledge required to work safely on and around frame, tube-and-clamp, and system scaffolding. Participants will learn the applicable Fed OSHA and Cal/OSHA regulations, along with key safety guidelines and procedures needed to recognize common scaffold hazards and understand how to control or eliminate them. The class covers terminology, general requirements, scaffold loading, proper construction principles, and the fundamentals of erecting and dismantling. Instruction also includes electrical hazard awareness, falling-object protection, fall protection requirements, and an overview of different scaffold types. Students will learn how to inspect scaffolds for safe use and will complete a written or oral exam to demonstrate comprehension. This program provides classroom instruction only and does not include hands-on training.

Secondary Treatment Process: An Overview

Length: 2 hours

Trainer: Shawn Powell

This 2-hour training will cover the basics of the secondary treatment process at a wastewater treatment plant. In addition to preparing for the California Grades I-II Wastewater Treatment Plant Operator exams, participants will learn about ponds, biofiltration, activated sludge, and sequencing batch reactors.



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Sewer Pipe Repair and Trench Safety

Length: 2 hours

Trainer: Sam Rose

Sewer Pipe Repair and Trench Safety - It's a dirty job, but someone has to do it. Working in a trench and around construction equipment has its challenges. If the necessary precautions are taken and those performing the work are properly trained, the work can be completed properly, and everyone involved will go home safe at the end of the day. This 2 hour class will go over the hazards associated with trench excavation, trench protective systems, pipe repair methods and techniques, and training required to ensure the crews are competent to perform their duties.

Sewer System Management Plan

Length: 2 hours

Trainer: Andy Morrison

This customized class is designed specifically for your agency's Sewer System Management Plan (SSMP). Agencies must submit supporting documents to the trainer at least two weeks before the session to ensure the training reflects current practices and system details. The course provides an overview of the WDR SSMP requirements and explains each of the 11 Elements in clear, practical terms. Instruction also highlights your agency's unique strategies, procedures, and responsibilities for maintaining compliance with the Waste Discharge Requirements. By the end of the class, participants will understand how their daily work supports SSMP implementation and how to apply the plan effectively in field and administrative operations.

Sexual Harassment Training (AB 1825 / SB 1343)

Length: 2 hours (managers) 1 hour (employees)

Trainer: Varies

This course meets California's mandatory sexual harassment prevention training requirements. It covers definitions, prohibited conduct, bystander intervention, reporting procedures, employer responsibilities, retaliation protections, and creating a respectful workplace. Separate modules for supervisors and non-supervisors available.

Silica Dust (Respirable Crystalline Silica)

Length: 2 hours (end user) 4 hours (competent person)

Trainer: Varies

This course explains respirable silica hazards and compliance requirements under Cal/OSHA. Topics include exposure sources, health risks, engineering controls, housekeeping rules, respiratory protection, medical surveillance triggers, and regulated area requirements.

Small Drinking Water Systems Introduction

Length: 2 hours

Trainer: John Rowe

This course introduces the reasons for treating water for public supplies and explains the theories behind drinking water treatment. It also outlines the mechanical components used in treatment processes and the key parts of small public drinking water systems. At the end of this class, you should be able to: Outline the reasons for water treatment, describe the theories associated with drinking water



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treatment processes, identify the mechanical components of a conventional water treatment plant, and describe the components of small drinking water systems. The State Water Board has approved this class for 2 contact hours or 0.2 CEU.

Source Control 101 for the Collection System Operator

Length: 3 hours

Trainers: Sam Rose

This course provides practical guidance on controlling problematic discharges to the collection system, with a primary focus on **grease source control** to help prevent sanitary sewer overflows (SSOs), reduce maintenance costs, and protect system performance. Designed especially for agencies without a formal source control program, the training explains how grease interceptors and related devices function, how to inspect and maintain them, and what safety considerations to keep in mind. Participants will gain insight into the history and evolution of grease interceptors, inspection strategies, and maintenance best practices that can also be applied to sand/oil and lint separators. The course is ideal for collection system workers, supervisors, managers, and source control personnel responsible for system reliability and resource optimization.

Spill Emergency Response Plan (SERP) Drills

Length: varies

Trainers: Andy Morrison or Sam Rose

This interactive class combines both classroom instruction and a hands-on field drill to give participants practical experience in sanitary sewer spill response. The classroom portion lasts about 1.5 hours and includes a review of the site-specific Spill Emergency Response Plan (SERP), discussion of CIWQS report and data, and a short briefing on what to expect during the drill. The field exercise is conducted in small groups of four and takes about 1.5 hours to complete. Participants will practice filling out field documentation, operating a response vehicle (including a combination unit), and using materials to contain sanitary spills at a discharge inlet. Following the drill, there will be a one-hour debriefing where participants review actions taken, discuss lessons learned, and complete the final field report. This training ensures staff are prepared to respond quickly and effectively to sanitary sewer overflows while meeting regulatory reporting requirements.

Spill Emergency Response Plan (SERP) Refresher (classroom only, no drills)

Length: 4 hours

Trainers: Andy Morrison or Sam Rose

This 4-hr in-person classroom training (no drills) reviews the SERP requirement in the Waste Discharge Requirements (WDR) and the Agency's Sewer Spill Emergency Response Plan (SERP). This refresher class will review agency-specific SERP and the related requirements in the WDR, as well as how to determine start time and volume. Drills are not conducted in this training.

Sewer System Management Plan (SSMP)

Length: 3 hours

Trainer: Andy Morrison

This is a customized class for your agency's Sewer System Management Plan (SSMP). Supporting documents must be submitted to the trainer two weeks prior to training. The class will cover the WDR SSMP requirements and your agency's specific strategies and actions to comply with the WDR and all 11 elements.



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Source Water for Public Drinking Water Systems

Length: 2 hours

Trainer: John Rowe

This course introduces participants to the primary sources of public water supply, including groundwater, surface water, and reclaimed wastewater. Surface water may come from lakes, rivers, streams, or reservoirs, while groundwater is drawn from below the earth's surface. Reclaimed water, also known as recycled or repurified water, is municipal wastewater treated through mechanical, biological, and chemical processes to ensure it is safe before being reused. Participants will learn how reclaimed water can support a variety of beneficial purposes such as irrigation, industrial processes, and even potable use. The training explores the treatment processes applied to each type of source and the importance of watershed and wellhead protection plans in maintaining water quality. Water quality indicators and methods of measurement are also discussed, with emphasis on how they guide safe and reliable public water systems. The course ties these concepts into the natural water cycle, helping participants understand the interconnectedness of water sources. By the end of the class, attendees will have a clear overview of where water comes from and the safeguards in place to keep it safe for public consumption. This course has been approved by the State Water Board for 2 contact hours (0.2 CEU).

Spill Prevention Control and Countermeasures

Length: 3 hours

Trainers: John Balestrini

This in-house training provides a focused review of your facility's Hazardous Materials Management Plan (HMPP) and Spill Prevention, Control, and Countermeasure (SPCC) requirements. Participants will learn key regulatory responsibilities, proper storage and handling practices, and the procedures needed to prevent and respond to spills. The session includes a live demonstration of an oil spill kit, giving employees hands-on guidance in selecting, deploying, and managing absorbents and spill-control materials. By the end of the course, attendees will understand how to apply HMPP and SPCC procedures in daily operations and how to respond quickly and effectively to a spill event.

Spill Response Time and Volume Determination and Documentation

Length: 6 hours

Trainers: Sam Rose or Andy Morrison

This in-person course provides both classroom and hands-on instruction to prepare staff for accurate spill volume estimation and compliance with new spill categories. The training begins with an overview of the Waste Discharge Requirements (WDR) and their impact on field and response personnel. Participants will learn several methods for estimating spill start times and volumes, including the eyeball method, measured volume, duration and flow rate calculations, upstream connection counts, and the San Diego pick hole estimation technique. Each method is explained step-by-step with examples to help participants apply the correct approach in different situations. The course also reviews the Agency's Spill Emergency Response Plan (SERP) and emphasizes the importance of completing a thorough Spill Field Report. Hands-on practice allows participants to apply classroom concepts in realistic scenarios, reinforcing accuracy and confidence. By the end of the course, attendees will be able to select and apply appropriate estimation methods, document their findings, and meet regulatory requirements.

Spill Start Time and Spill Volume Estimation Workshop

Length: 4 hours

Trainers: Andy Morrison or Sam Rose

Accurate spill volume and start time estimations are among the most scrutinized elements of wastewater reporting by both the



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State Water Board and non-governmental organizations. Agencies must be able to submit defensible estimates that can withstand regulatory and legal review. The State Water Board's General Order (WQ 2022-0103-DWQ) requires agencies to clearly document how spill volumes are calculated, including the methodology and type of data used—this applies not only to released volumes but also to volumes recovered. Since spill duration is a key factor in calculating total volumes, the ability to determine accurate start and end times is essential. The Order further requires that field operators are trained and skilled in these methods, and that all efforts are properly documented. This comprehensive workshop is designed to help agencies comply with current requirements through a blend of classroom lecture, tabletop exercises, and hands-on field demonstrations. Participants will gain an overview of State Water Board expectations, learn from examples of enforcement actions and NGO lawsuits, and review best practices for documentation, including the use of photos. The course emphasizes understanding the strengths and limitations of different estimation methods and recognizing that the process used to arrive at an estimate is often as important as the final number. By the end of the workshop, attendees will have the knowledge and confidence to submit defensible spill reports that meet regulatory standards.

Storm Water Pollution Prevention Plan

Length: 1 hour

Trainer: Varies

This course covers SWPPP requirements, site inspections, BMPs, erosion control measures, spill response, documentation standards, and regulatory responsibilities for preventing stormwater contamination during municipal or industrial activities.

Summer Safety (Bites, Stings & Poison Oak)

Length: 1 hour

Trainer: Varies

A seasonal safety class covering heat illness risks, insect bites, stinging insects, tick exposure, poison oak identification, prevention, and treatment. May be combined with Heat Illness Prevention for outdoor worker safety.

Tools and Equipment at a Wastewater Treatment Plant Introduction

Length: 2 hours

Trainer: Roy Reynolds

This live online course introduces participants to the basic tools and equipment used in wastewater treatment plants. Attendees will learn about common hand tools, power tools, pumps, valves, and monitoring devices essential to plant operations. The training emphasizes safe handling, inspection, and proper use to reduce injury risks and improve equipment performance. Real-world examples illustrate how operators rely on these tools for troubleshooting and maintenance. Designed for new employees or those transitioning into plant work, this course provides a strong foundation before hands-on training at the facility.

Transite Pipe (Asbestos) Initial and Refresher

Length: 4 hours (Initial); 2 hours (annual refresher)

Trainer: State Certified Instructor

Cal/OSHA regulations require employees who work on or near asbestos-cement (transite) pipe to receive specialized safety training under Title 8, Section 1529 (Asbestos). This includes workers involved in cutting, removing, repairing, tapping, or disposing of transite pipe, which was widely used in older water and sewer systems. The initial four-hour training provides essential awareness of asbestos hazards, safe handling practices, protective equipment, and regulatory compliance. Participants will learn how to recognize transite pipe, assess risks, and follow approved procedures to minimize exposure. Employers benefit from this course by meeting compliance



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requirements without needing to register with Cal/OSHA's Asbestos Contractors Registration Unit (ACRU), even if employees may disturb more than 100 feet of asbestos-cement pipe. An annual two-hour refresher is required to reinforce safety practices, update employees on regulation changes, and ensure continued compliance. Emphasis is placed on protecting both employees and the public from the dangers of asbestos exposure. Upon successful completion, participants will receive a certificate (approved for CWEA credit).

Treatment Plant Overview and Basic Definitions

Length: 2 hours

Trainer: Shawn Powell

Whether you're preparing for an exam or looking to break into the field, the Wastewater Treatment Plant Overview and Basic Definitions live online training will give you the baseline knowledge you need to understand how a Wastewater Treatment Plant works. This course will offer a bird's eye view of Preliminary, Primary, Secondary, Tertiary Treatment, and Solids Handling Processes. The instructor will touch on basic definitions so participants can be comfortable speaking the language of Wastewater Treatment. Those taking their California Grades I or II Wastewater Treatment Plant Operator exams can expect to be asked questions about every topic covered in this training.

Tree Work Safety

Length: 2 hours

Trainer: Varies

This course introduces safe practices for employees involved in tree trimming, removal, and grounds maintenance. Topics include chainsaw safety, drop zones, rigging basics, aerial lift use, electrical hazards, and PPE requirements.

Underground Utility Location (UUL)

Length: 3 hours

Trainer: Rudy Schroeder

Designed for participants already involved in the underground locating business (prior locating experience highly recommended). We will review key concepts of applied electromagnetic theory and provide an overview of the Common Ground Alliance (CGA) Best Practices for Locating and Marking and NULCA guidelines. Most popular with organizations that have some underground locating experience and are looking for that last piece of the process to help their employees become "Qualified Underground Utility Locators" in accordance with Cal/OSHA requirements in Title 8 CCR Section 1541.

Underground Utility Location (UUL)

Length: 3 hours

Trainer: Rudy Schroeder

Designed for participants alrea



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IN-PERSON TRAINING COURSE CATALOG

Verbal Judo

Length: 4 hours

Trainer: Verbal Judo Institute

Verbal Judo is a nationally recognized program that teaches proven techniques for defusing tension, fear, and anger in interactions with customers, coworkers, and members of the public. The goal of the course is to help staff gain voluntary compliance from individuals who may be upset, frustrated, or not thinking clearly. Originally developed for law enforcement, Verbal Judo has since become a valuable tool for anyone who works directly with the public or in team environments. Participants learn to understand their own communication style, recognize what works and what doesn't, and maintain control of their emotions during difficult encounters. The course provides practical strategies for de-escalating challenging or deceptive individuals and introduces a step-by-step approach for guiding conversations toward safer, more productive outcomes. Instruction also emphasizes professionalism, reducing liability and complaints, lowering stress, and improving overall workplace morale. By the end of the class, staff will be able to apply effective persuasion techniques that support positive interactions and safer results.

Wastewater Math Exam Prep, Grades I-II

Length: 3 hours

Trainer: Shawn Powell

Mastering math is essential for wastewater treatment operators to ensure accurate calculations and efficient plant operations. This 3-hour Live Online Training will cover the fundamental math skills needed for wastewater treatment plant operations, including unit conversions, flow rate calculations, dosage calculations, and detention time formulas. These building blocks are critical for field operations, and for preparing you for your CA Grade I or II Wastewater Treatment Plant Operator Exam. Whether you're new to the field or need a refresher, this session will break down key concepts into easy-to-understand steps, helping you build confidence in performing essential wastewater calculations.

Workplace Violence Prevention

Length: 1 hour

Trainer: Varies

Employees learn how to recognize warning signs, de-escalate tense situations, respond to threats, report concerns, and follow employer policies. The training supports compliance with 8 CCR 3343 and promotes a safer, more aware workplace.

Workzone Traffic Control and Flagger

Length: 6 hours

Trainers: Rudy Schroeder or Richard DeBusk

This in-person course provides employees with the knowledge and practical skills needed to perform traffic control and flagging duties safely and in compliance with Cal/OSHA Title 8 CCR 1599 and the most current edition of the Manual on Uniform Traffic Control Devices (MUTCD). The training combines classroom instruction with hands-on exercises, giving participants the opportunity to practice using equipment, maps, and mock street intersections. Attendees will learn how to properly set up signage, cones, and barricades to protect both workers and the public, as well as how to manage lane closures in different traffic conditions. Instruction emphasizes the responsibilities of flaggers, effective communication with drivers, and situational awareness to prevent accidents. Real-world scenarios are used to demonstrate common mistakes and how to avoid them. Each participant receives a W.A.T.C.H. handbook for ongoing reference and review. Class size is limited to 15 employees to ensure individual attention and practice time. By the end of the training, participants will be prepared to confidently direct traffic and set up safe work zones that comply with regulatory standards.



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MEET THE TRAINERS

Our instructors are seasoned professionals with years of hands-on experience in public works, water, and wastewater operations. They bring practical knowledge, regulatory expertise, and real-world insight to every course, ensuring training is relevant, engaging, and aligned with Cal/OSHA standards. More than educators, our trainers are industry veterans who have led crews, managed projects, and faced the same challenges your teams encounter every day. Their focus is on building lasting skills and confidence so participants can apply what they learn safely and effectively in the field. Meet some of them below.



Aaron Schroeder

Aaron has 20 years of fire service experience, beginning as a firefighter in the U.S. Air Force Reserve, where he was promoted to fire captain. He later served with the Wilton Fire Protection District and has worked full time with Sacramento County Airport Fire since 2007, advancing from firefighter to engineer and now fire captain. Aaron has also been an instructor for over 18 years, serving as a lead instructor for engineer exams and delivering extensive fire service training.

Andy Morrison

Andy has been in wastewater collections since 1982. Before retiring in 2014, he was the manager of the Collection Services Work Group for Union Sanitary District, a multi-award-winning agency. As well as being a recognized leader in the industry, he was a contributing author to many BMP manuals. During the development of the re-issued WDR (current order), Andy provided input to the State Water Resources Control Board and assisted in the rollout throughout California. He is currently an active member of CIWQS Data Review Group.



Briana Lipka, QISP, CHMM

Briana is an environmental professional serving as Environmental Director at Du-all Safety with experience in stormwater and industrial compliance. She holds a Qualified Industrial Stormwater Practitioner (QISP) credential and is a Certified Hazardous Materials Manager (CHMM), with additional qualifications as a Certified Pesticide Safety Instructor. Briana has overseen environmental programs, ensured regulatory compliance, and led initiatives to protect water resources and manage hazardous materials effectively. She combines technical expertise with practical leadership to support sustainable environmental outcomes.

Chris Ewers

Chris Ewers is the principal engineer of Ewers Engineering, Inc., providing water, wastewater, and stormwater solutions for public agencies. With 25 years of experience serving federal, state, and local agencies, he has led projects including surface water treatment plants, hydraulic modeling, infrastructure assessment programs, risk-assessment tools for capital planning, wastewater benchmarking, and the design of major pipelines, pump stations, and storage tanks. With deep expertise in pipelines, Chris specializes in sewer force main condition assessment, helping agencies extend asset life and prioritize strategic rehabilitation over costly build-fail-replace approaches.



Greg Peters

Greg Peters is the Owner and President of American Crane Training and Consulting, Inc. in Glendora, California. He brings over 30 years of experience in the mining, construction, crane, and trucking industries, along with six years of military service. Greg holds multiple NCCCO certifications including Lift Director, Crane Operator, Rigger I and II, and Signal Person, and serves as a trainer, proctor, and Cal/OSHA Crane Surveyor. He is actively involved in several NCCCO and Cal/OSHA committees and previously served on the SBREFA Panel for the C-DAC rule. Greg continues to train and consult across the United States.



MEET THE TRAINERS



Henry Fockler

Henry is a Safety Specialist II with a broad range of experience. He is a Certified Ergonomic Assessment Specialist and OSHA 30-Hour Construction Certified. Henry has been knowledgeable about Large- and Small-scale homeless encampment removal since 1990. He is a Limited Access Specialist in Field Operations and has led Major Flood Control Levee Raising Projects. Henry was a Certified Crane Operator and has training and experience in Commercial Truck Driving, Heavy Equipment Operations, Power Lawn Mowers, Slope Mowing, Tree Work Maintenance and Removal and much more.

James McPherson

Jim is a 20-year veteran of the Navy where he led shipboard training programs. He holds a master's degree in education, curriculum, and instruction, and after retiring worked on Department of Defense contracts before becoming Technical Training Coordinator at the Union Sanitary District in Union City, California. There, he helped develop a competency-based training system for Plant Operations, Maintenance, and Collection Systems. Jim has assisted more than 20 agencies in building training systems and has developed over 200 standard operating procedures, supporting agencies with tailored training and SOP solutions.



John Balestrini

John is co-founder and Managing Partner at The Barratt Group, a safety and risk consulting firm specializing in management services, safety training, program development, and emergency response planning for pump stations across California in compliance with SWRCB SSMP requirements. He previously served as Safety Director at SolarCity and as a Risk Management Consultant with Gregory B. Bragg & Associates. John is a Certified Safety Professional (CSP), a Fall Protection Competent Person Trainer, and a graduate of the Safety Center's Safety Specialist Program. He holds a B.S. in Business Administration from CSU Sacramento and an MBA from UC Davis.

John Rowe

John Rowe is a Class A Water Operator, Distribution Operator, and Wastewater Operator. He holds a PhD in Biological Sciences, Physiology, and Water Resources Management. John has taught college courses in Georgia, Florida, and California, and recently retired from the Office of Water Programs at Sacramento State University. Previously, he served as a project manager overseeing water and wastewater treatment for CH2M HILL, and he was a member of the editorial board for several scientific publications focused on water pollution and treatment. Most recently, John served on the committee that developed the curriculum and certification examination for Advanced Water Treatment in California and Nevada.



Keith Sorsdal

Keith is the Director of Safety and Risk Management for the Vallejo Flood and Wastewater District, Executive Director with The John Maxwell Team, and founder of The Sorsdal Group, where he helps individuals and agencies build transformational leadership. With nearly 30 years as a military leader, including four tours supporting Afghanistan and Iraq, and 10 years in public agency leadership, Keith brings deep experience in leadership development, coaching, and training.



MEET THE TRAINERS

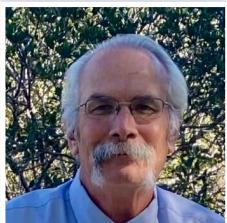


Michael Thorpe

Mike is a 14-year veteran of the fire service and has been an Occupational Trainer since 2005. As a firefighter/EMT, he trained in Confined Space Rescue, Trench Rescue, Rope Rescue, and many other disciplines. In 2005, he worked with a large nationwide construction company to develop the first-of-its-kind low-risk post-fall rescue system, which does not require rescuers to go over the unprotected edge. Mike is also an OTI instructor for the Construction Industry and a certified Instructor/Trainer for First Aid.

Olivia Woolery

Olivia is an environmental laboratory professional with expertise in water quality testing and regulatory compliance. She currently serves as Laboratory Supervisor at Monterey One Water in Marina, California. Previously, she advanced from Intern to Principal Analyst at Monterey Bay Analytical Services, specializing in microbiological and chemical analysis, TNI-2 implementation, SOP development, analyst training, and ELAP readiness. Olivia holds a B.S. in Environmental Science from CSU Monterey Bay and certifications including CWEA Laboratory Analyst Grade IV and OSHA 30. She also serves as Laboratory Committee Co-Chair and Director for the CWEA Monterey Bay Section.



Peter Kuchinsky II, CSP

Peter has nearly 40 years of experience in safety, construction, and risk management, including serving as Safety Director for a contractor delivering \$125 million annually in U.S. military projects and 19 years as Lead Risk Advisor for ACWA/JPIA. Now retired, he continues to provide safety consulting and training for public agencies, insurance carriers, and private companies, and is known for his practical, solution-focused approach. Peter holds a degree from San Diego State University and multiple professional credentials, including Certified Safety Professional (CSP), OSHA/Cal-OSHA Authorized Outreach Trainer, and Grade 1 certificates in Water Distribution, Water Treatment, and Wastewater Collection.

Ralph Stevens

With 43 years of hands-on experience in the Water and Wastewater industry, Ralph holds certifications as a Grade 3 Wastewater Treatment Plant Operator, Grade 2 Water Distribution Operator, and Grade 2 Water Treatment Operator. He is also a CESCP—Certified Electrical Safety Professional, a CMRP—Certified Maintenance and Reliability Professional, and a CAMA—Certified Asset Management Assessor. Over the decades, Ralph has built deep expertise in the systems and equipment that keep utility operations running smoothly. Whether it rotates, has a power source, or makes a noise— you can fix it!



Richard DeBusk

Richard DeBusk is a safety professional (CSP) who has been in the Bay Area for 17 years. He retired from UC Berkeley about 8 years ago and has been working as a consultant since. He has supported wastewater and water districts as well as city and county public works agencies.



Robert May

Robert is the owner of Mainstream Unlimited, providing risk management and organizational behavior consulting to public and private agencies. He previously served as Risk Management Program Manager for the California JPIA and spent more than 40 years in the California fire service. Bob delivers training on organizational behavior, crisis management, workplace violence, and related topics, consults for multiple California risk-sharing pools, and has been designated as an expert witness.

Roy Reynolds

Roy Reynolds is a retired Maintenance Superintendent with over 32 years of experience in the wastewater industry, 27 of which were in plant maintenance and 5 years in collection system maintenance. He holds a CWEA Mechanical Technologist Grade 4 certification and is an active CWEA member. A former Navy Seabee, Roy holds an AA degree in business management and a certification in TMP and Pump Maintenance.



Rudy Schroeder

Rudy has been in construction operations and management for over 30 years. He is the only certified instructor in trench rescue for the California State Fire Marshall that is not employed as a firefighter or in the fire service. Schroeder is a safety management consultant specializing in training and loss prevention services.

Sam Rose

Sam Rose has 38 years of experience in all aspects of Collection System Operations and Maintenance. He started as a temporary laborer in 1985 and held many positions throughout his career in both Engineering and Operations. He has experience working with regulators and has provided WDR and SERP compliance training to the staff of many collection system agencies throughout California. Sam continues to stay involved in the industry through his consulting business.



Shawn Powell

Shawn Powell brings a unique perspective to the classroom as a Grade IV Wastewater Treatment Plant Operator, Grade D3 Distribution Operator, and T2 Water Treatment Plant Operator. He is also the Chief Plant Operator for the Avila Beach CSD WWTP and the Founder of "The Wastewater Enthusiast" YouTube Channel.

Zoeanne Tafolla

Zoe brings more than 30 years of experience in Safety and Risk Management. She holds a certificate in adult education, with an emphasis in safety from UC Davis.

