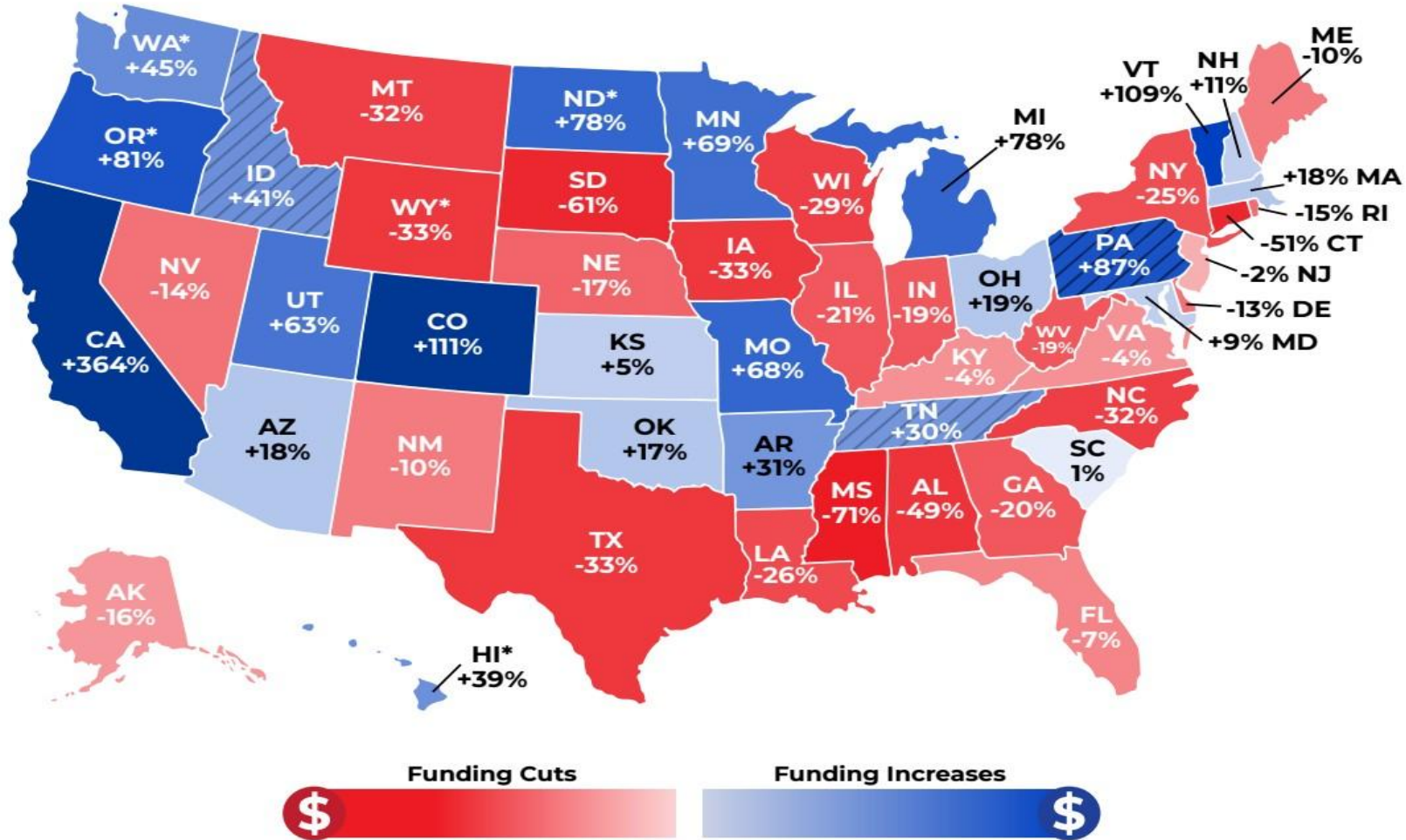


Problem-Solving Session on Workforce Solutions Amid Increasing Demand and Decreasing Dollars ECOS 2026 Spring Meeting

James Jennings
Director, Illinois EPA



Map 1. Changes in Funding at State Environmental Agencies, 2010-2024



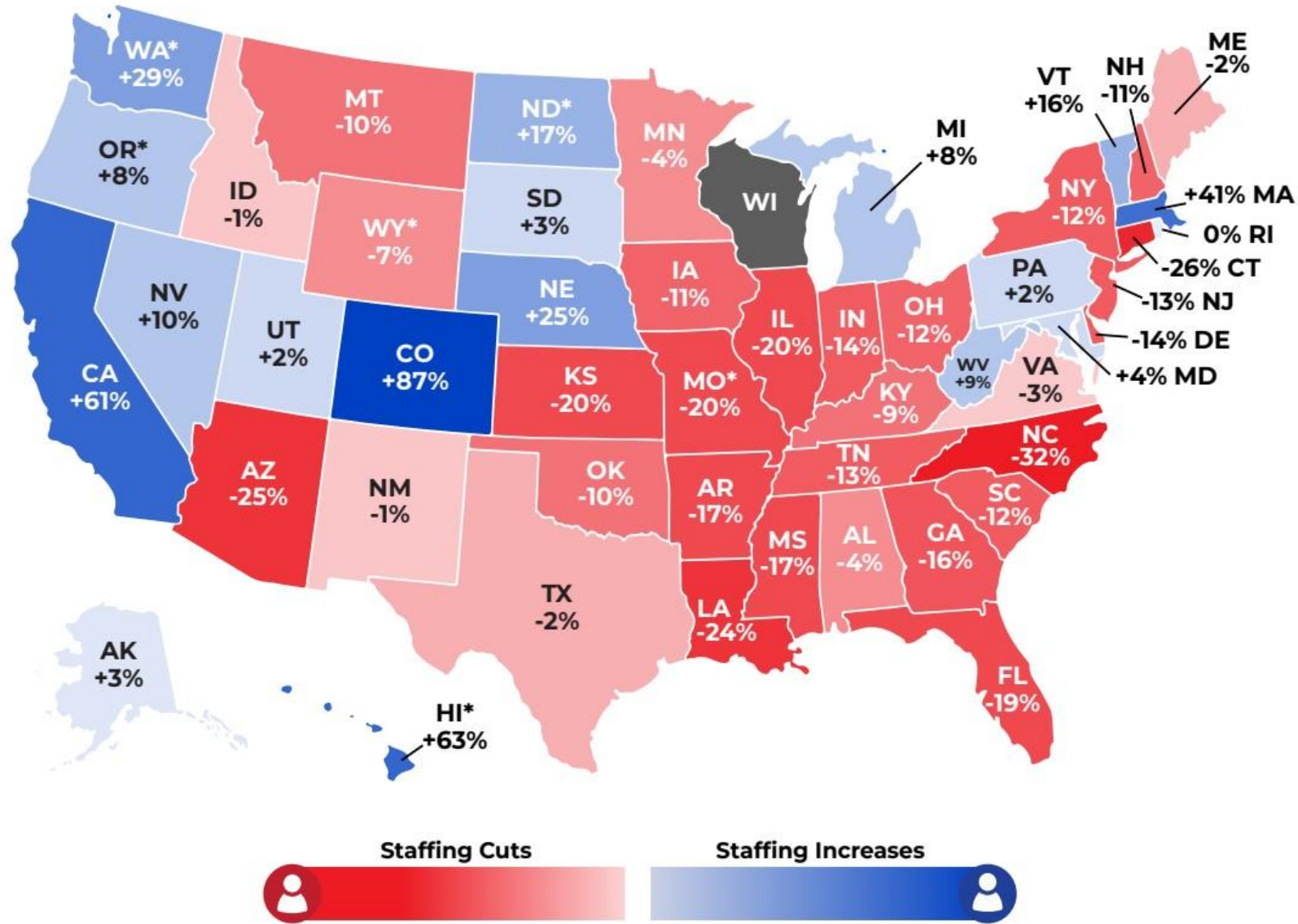
Source: State budget documents, 2010 to 2024. Note: States marked by asterisks have caveats to their data. See Appendix A for the caveats and methodology. The states with stripes (Pennsylvania, Idaho, and Tennessee) report sharp recent increases in environmental agency funding, but these spikes were largely from short-term grants from the Biden Administration that are not being continued by the Trump Administration.

Clean Water State Revolving Fund allotments

Cut 10% or less		Cut 11% - 25%		Cut 25% - 39%		Cut 40% or more	
3 States		4 States		6 States		6 States	
% change		% change		% change		% change	
Hawaii	-9%	Alaska	-18%	Indiana	-28%	Illinois	-53%
Mississippi	-2%	Tennessee	-18%	Maryland	-32%	Michigan	-45%
Rhode Island	-9%	Massachusetts	-20%	Minnesota	-32%	Missouri	-42%
		Texas	-14%	New Hampshire	-28%	New York	-40%
				New Jersey	-35%	Ohio	-47%
				Wisconsin	-33%	Pennsylvania	-42%

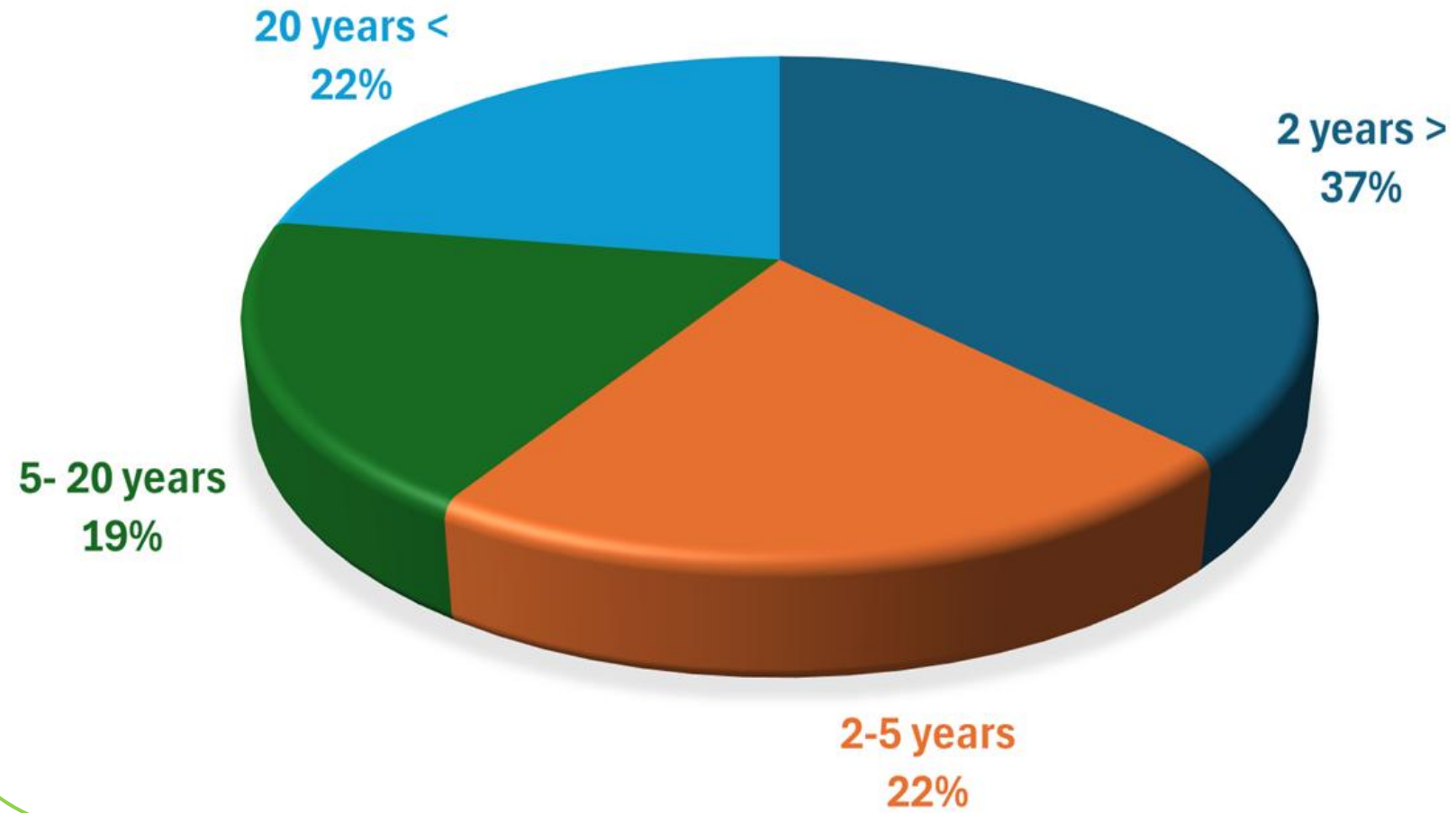
Source: Government Accountability Office

Map 2. Changes in Staffing at State Environmental Agencies, 2010-2024



Source: State budget documents, 2010 to 2024. Note: States marked by asterisks have caveats to their data. Staffing data was not available for Wisconsin (shaded gray). See Appendix A for the caveats and methodology.

IEPA EMPLOYEE TENURE



Adaptation Strategies

- ▶ Resetting state priorities
 - ▶ Program cessation
 - ▶ Strategic plan revision
- ▶ Revisiting internal operations
 - ▶ New technology adoption
 - ▶ Expanded use of Artificial Intelligence
 - ▶ Reworked processes
- ▶ Reimagining recruiting and retention

Open Discussion

What has your state tried?

What are your successes?

Where have you seen additional difficulties?