

# Clean Energy Workforce Development

## Overview



## Workforce development and training are essential components of growing a clean energy economy and a cleaner, healthier New York.

NYSERDA is preparing the current and future workforce to meet the demands of clean energy jobs. With \$170 million of workforce funding committed through 2025, NYSERDA is working with partners to change the landscape of New York State's clean energy industry.

### *Funding provides opportunities for:*

- Training building and operations staff to properly operate and maintain building systems
- On-the-job training for new clean energy workers
- Supporting internships for students looking to gain hands-on skills at a clean energy company
- Enhancing curricula to meet the demands of clean energy employers
- Establishing a talent pipeline that can reduce the cost of hiring new workers
- Clean energy training for pre-apprenticeships, apprenticeships, and journeyworkers

**NYSERDA will give preference to projects that provide training and job placement services to priority populations and individuals from disadvantaged communities as well as union-led projects and those including minority-owned, woman-owned, and service-disabled veteran-owned businesses. For additional eligibility, funding, and incentive information, visit [nyserdera.ny.gov/wfd](https://nyserdera.ny.gov/wfd) or email [wfinfo@nyserdera.ny.gov](mailto:wfinfo@nyserdera.ny.gov)**

### *Funding is available through these seven workforce development and training opportunities:*

#### **Building Operations and Maintenance (PON 5357)**

**Overview:** Building operations and maintenance employees are key to building managers and owners in reducing energy costs and carbon emissions. Improving the skills of these employees can significantly improve building efficiency and reduce operating costs, while contributing to the State's energy efficiency and emission reduction goals. This program is designed to help employers and building owners develop training projects that create the educational strategy, on-site training framework, and tools needed to advance the skills of building operations and maintenance workers and to prepare new workers beyond conventional classroom training.

**Incentives and Funding:** Proposals must be for buildings or groups of buildings, including partnerships between businesses with common training needs, with annual energy expenditures of \$1 million or more. NYSERDA provides funding of up to 70% of the cost for eligible projects, with a cap of \$500,000 per application. Select projects are eligible for up to a 90% cost share.



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## NYS Offshore Wind Training Institute — Workforce Training and Skills Development (PON 4595)

**Overview:** This program supports training initiatives that address projected offshore wind (OSW) workforce gaps and prepare workers for high growth jobs via technical training. Projects may provide training for existing and/or new workers.

Applicants must demonstrate a strong connection between the OSW skills in the training and specific OSW jobs; demonstrating a clear understanding of how the proposed training will meet the hiring and skill needs of the industry.

**Incentives and Funding:** NYSERDA will provide funding between \$500,000 and \$3 million for selected projects. Applicants must contribute a minimum cost share of 30%, with projects for targeted populations eligible for a reduced 10 percent cost share requirement.

## Energy Efficiency and Clean Technology Training (PON 3981)

**Overview:** PON 3981 supports projects that develop and deliver technical training, experiential learning, job placement, and supportive services that (1) meet requirements of a clean energy economy and (2) advance the climate equity and just transition goals of the Climate Act. Funded projects will ensure that new and existing workers in clean energy occupations have the skills that businesses need, while reducing the risk and expense associated with recruiting, onboarding, training, and retaining workers. Funded projects will also assist workers by reducing employment barriers and creating pathways to quality jobs.

**Incentives and Funding:** NYSERDA will provide funding of up to 90% of the cost for eligible projects, with a cap of up to \$1,000,000.

## Clean Energy Internships (PON 4000)

**Overview:** NYSERDA is helping prepare the next generation of clean energy workers. PON 4000 funds internships for students and recent graduates at New York State's clean energy businesses. Organizations providing services in the energy efficiency, renewable electric power generation, grid modernization and energy storage, alternative transportation, and renewable fuels industries are eligible to participate. Clean energy businesses can apply for funding for their own intern or hire interns who apply directly to the program.

**Incentives and Funding:** Reimbursement is sliding scale, which is based on the size of the employer:

- 90% for employers with up to 100 employees
- 75% for employers with 101 or more employees

For more information and resources for Job Seekers, Students, Training Providers, and Businesses related to opportunities available in the Clean Energy Industry, visit [nyserdera.ny.gov/wfd](https://nyserdera.ny.gov/wfd) or email [winfo@nyserdera.ny.gov](mailto:winfo@nyserdera.ny.gov).

## On-the-Job Training (PON 3982)

**Overview:** Eligible businesses receive funding for on-the-job training, which reduces the financial risk of hiring and training new workers. NYSERDA is working closely with the New York State Department of Labor to develop a workforce equipped to perform jobs in energy efficiency and clean technology.

The goal is to ensure that workers have the skills and credentials to design, manufacture, specify, sell/distribute, install, operate, maintain, repair, inspect, and train on clean energy technology and systems.

**Incentives and Funding:** A maximum of 75% wage reimbursement is provided to eligible businesses for four to six months of a new hire's training period. Higher funding is provided for minority- and women-owned business enterprises, service-disabled and veteran-owned businesses, businesses hiring heat pump installation workers, and businesses hiring members of priority populations/residents of disadvantaged communities.

## Climate Justice Fellowship (PON 4772)

**Overview:** This program supports New York State's commitment to environmental and climate justice. It ensures an equitable clean energy transition for all New Yorkers, especially those disproportionately burdened by environmental health hazards who would benefit the most from clean energy. Fellowships offer unique opportunities for collaboration between individuals eager to develop clean energy career skills and forward-thinking entities dedicated to facilitating clean energy development and climate justice goals within these same communities.

**Incentives and Funding:** NYSERDA will fund approximately 150 fellowships and will work with State and federal agencies, non-profits, foundations, and other partners to leverage existing resources, wrap-around services, training, and professional development opportunities to continue the acceleration of New York's climate justice efforts.

## Apprenticeship and Pre-apprenticeship Clean Energy Training (PON 5437)

**Overview:** This program supports activities to grow a diverse, equitable, and inclusive pipeline of skilled talent to meet the requirements of a clean energy economy and advance the climate equity and just transition goals of New York's Climate Act. Projects funded through this solicitation are intended to create and/or expand the capacity of Direct Entry Pre-apprenticeship and Registered Apprenticeship programs as a pathway to high-quality, family supporting jobs.

Applicants must be affiliated with a bona fide labor organization and include the delivery of technical training in one or more of the applicable technology areas.

**Incentives and Funding:** NYSERDA will provide up to \$900,000 in funding for selected projects.



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