



# New York City solar company hires new skilled employees

## Case Study

Company Name:  
Sologistics

Location:  
New York, NY

Training Category:  
On-the-Job Training for  
Energy Efficiency and Clean  
Technology Program

Incentive Per Worker:  
\$10,240

## Overview

NYSERDA's On-the-Job Training (OJT) Program (PON 3982) helps clean energy businesses like Sologistics find skilled job candidates and reduces the financial burden of onboarding and training new employees.

## About Sologistics

Sologistics, a solar permitting and design company in New York City, serves the commercial and residential solar photovoltaic, battery storage, and EV charging markets, providing permit expediting, utility interconnection applications, and design and engineering services. The company has contributed to the installation of photovoltaic systems that when combined, generate more than 12.5 megawatts of solar energy.

## On-the-Job Training Program is a Win-Win Situation for Both Employers and Employees

The OJT program fosters business development and allows companies to hire and train workers who are then better equipped with valuable expertise that will help them develop a strong career pathway in the clean energy field.

As part of the OJT program, Sologistics hired Kiana Michaan as a Project Coordinator. Kiana's passion for climate justice led her to pursue a career in renewable energy. Kiana first met Sologistics CEO, Fayeann Lawrence through mutual connections in the NY solar industry and was impressed by Fayeann's passion, expertise, and professionalism, which inspired her interest in working for the company.





**“I was provided with a training plan, received one-on-one training and frequent check-ins to identify new opportunities for development.”**

— Kiana Michaan,  
Project Coordinator, Sologistics

As a certified Minority- and Women-Owned Business Enterprise, Sologistics received funding for 75 percent of Kiana’s wages for the on-the-job training period. This allowed Sologistics to bring on and train a new employee when they might have otherwise opted not to take on the financial obligation associated with new staff members.

## **Success Story**

During her tenure with Sologistics, Kiana received training for her position as a Project Coordinator including the permit application filing process with New York City’s Department of Buildings, and utility interconnection applications for Consolidated Edison and the Public Service Enterprise Group (PSEG). She also learned about NYC building and fire codes as they relate to solar design. Kiana was also trained to review project installation photographs to verify accuracy according to approved plans and ensure that installations are able to pass inspections prior to project closeout. Now fully up and running in her position, Kiana oversees hundreds of residential and commercial solar projects and communicates directly with clients and citywide agencies. Kiana noted, “Being a part of a diverse, women-led team of knowledgeable solar professionals and having the opportunity to all learn from each other is an absolute honor and pleasure.”

## **Learn more about clean energy workforce development opportunities with NYSERDA**

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