Workforce Development and Training

Adele Ferranti
& Kim Lenihan

Green Jobs-Green NY Advisory Council Meeting
February 18, 2010
Draft Workforce Operating Plan Presentation

- Review of Existing NYSERDA Workforce Development and Training Initiatives
- Summary of GJ-GNY Workforce Working Group Process
- Review and Discuss Main Elements of Draft Workforce Operating Plan
- Steps to Finalize and Approve Draft Workforce Operating Plan
EEPS Workforce Development Program

- Expand the **existing** energy efficiency training infrastructure.
- Train and certify over 6,200 workers by December 2011.
- Leverage NYS DOL funding to provide EE training to low-income populations
  - PON 1816 (First-come, first-served, $3.8 million)
  - PON 1817 (Competitive, $1.25 million)
PON 1816 Funding Components

- **Career Pathways for Disadvantaged Workers**
  - Coordinated with NYS DOL One-Stop Centers
  - Basic Skills Training, Train-the-Trainer, and Internships

- **Technical Training**
  - Curriculum and Equipment
  - Labor Unions
  - Manufacturer Partnerships
  - Train-the-Trainer
  - Professional Development
  - Online Distance Learning

- **Internships/Apprenticeships**

- **Certification Preparation Courses and Exams**

- **Cooperative Advertising**
PON 1816 Budget
$3,812,410

Coop Advertising
$126,910

Basic Skills Training
$400,000

Technical Training
$1,250,000

Certification/Reimbursement
$910,500

Train-the-Trainer
$100,000

Internships/Apprenticeships
$750,000

Apprenticeships
$275,000
Energy Efficiency and Renewable Energy Training Facilities

- Energy Efficiency Training Facility
- Renewable Energy Training Facility
- Energy Efficiency and Renewable Energy Training Facility
Center for Energy Efficiency and Building Science (CEEBS)

- Association for Energy Affordability
- Bronx Community College (CC)
- Broome CC
- Erie CC
- HVCC – administers CEEBS
- Fulton-Montgomery CC
- Onondaga CC
- Onondaga-Cortland-Madison BOCES
- Monroe CC
- SUNY Canton
- Westchester CC
- Ulster CC
- Eight more CEEBS sites to be added in 2010
- 5,150 trained to date
Renewable Energy Training*

Approximately 3,000 trained to date

Alfred State College
Bronx Community College
Broome Community College
Erie Community College
Hudson Valley Community College
SUNY Delhi
SUNY Farmingdale
Ulster County BOCES
Clinton Community College
Dutchess County Community College
Empire State Chapter, Association of Builders & Contractors
Fulton-Montgomery Community College
IBEW (4 locals)
Mohawk Valley Community College
Monroe Community College
North Country Community College
Northern Westchester-Putnam BOCES
Orange-Ulster BOCES
Rochester Institute of Technology
Sullivan BOCES
Southern Westchester BOCES
SUNY Canton
SUNY Institute of Technology
SUNY Orange County Community College
SUNY Rockland County Community College
SUNY Sullivan County Community College
SUNY Ulster Community College
Tompkins Cortland Community College
Westchester Community College

* Contracts being negotiated for 5 additional training centers
Commercial and Industrial Sector Training

- Trades/ Professional Development and Certification
  - Energy Auditing
  - Building Operator Certification
  - Lighting Design
  - Lighting Retrofits

- Building Technology Training
  - Green Building
  - Data Center Efficiency
  - Commercial Kitchen Efficiency Training
  - HVAC Diagnostics
  - Lighting Efficiency

Approximately 1,750 trained to date
Approximately 2,000 trained to date
Workforce Working Group Members

- Rebecca Lurie, Consortium for Worker Education
- Virginia Carrig, Renewable Energy Coordinator, Ulster County BOCES
- Myles Lennon, Laborers International Union of North America
- Ron Kamen, Earth Kind Energy
- Dick Kornbluth, Green Homes America
- Paul Shatsoff, Workforce Development Institute
- Jackie Gentile and Bill Baffe, Peter Young Housing- Industries-Treatment
- James Barry, Building Service 32BJ Thomas Shortman Training Program
- Chloe Tribich, Senior Policy Organizer, Center for Working Families
- Larry Zarker, Building Performance Institute, Inc.
- Melinda Mulawka Mack, NYC Workforce Investment Board
- Miquela Craytor, Sustainable South Bronx
- John Levey, Oilheat Associates, Inc.
- Carlene Pacholczak, NYS Department of Public Service
Workforce Working Group Members

- Bill Brigham, Small Business Development Corp.
- Michael Bobker, CUNY BPL
- Paula Hayes, Program Director CEEBS, Hudson Valley CC
- Phil Larocque, NYS Builders Association
- Claudia L. Edwards, Community Environmental Center
- Lisbeth Shepherd, Green City Force
- Jeff Jones, Apollo Alliance
- Tony Joseph and Amy Savoie, NYS Department of Labor
- Rick Cataldo, IBEW 236
- David Hepinstall, Association for Energy Affordability, Inc.
- NYSERDA Members: Adele Ferranti, Ruth Horton, Rhona Saffer, Kim Lenihan, Judith Stasack, Vicki Colello, Lee Butler, Lori Clark, Kelly Tyler, Jacques Roeth
Workforce Working Group Subgroups

- Apprenticeships/Internships/On the Job Training Subgroup - Co-Chairs: Tony Joseph, Rebecca Lurie
- Non-Construction Jobs Training Subgroup - Co-Chairs: Chloe Tribich, Lisbeth Shepherd
- Curriculum Subgroup - Co-Chairs: Paula Hayes, Myles Lennon
- Certification Subgroup - Co-Chairs: Dick Kornbluth, Larry Zarker
- Equipment and Training Infrastructure Needs Subgroup - Co-Chairs: Lee Butler, James Barry
Draft Workforce Development Operating Plan Framework

- **Key elements**
  - Meaningful employment opportunities
  - Career ladders
  - Basic skills training
  - On-the-job training
  - Certifications/National standards
  - Targeting women, minorities, populations with barriers to employment, displaced, and emerging workers
  - Coordination with NYS DOL

- **Framework**
  - Labor Supply
  - Workforce Training
  - Labor Demand
WFD Operating Plan Outline

- Outreach
- Equipment and Training Infrastructure
- Curriculum Development
- Certification/Accreditation
- Apprenticeship/Internships
- Technology Transfer
- Evaluation
GJGNY Proposed Workforce Budget

- Conferences and Technical: $275,000
- Curriculum: $1,775,000
- Apprenticeships/Internships: $2,725,000
- Equipment and Training Infrastructure: $2,575,000
- Certifications and Company Accreditation: $650,000

Total Budget: $8,000,000
# WFD Proposed Budget

<table>
<thead>
<tr>
<th>Program Component</th>
<th>Annual Budget</th>
<th>Contracting Vehicle</th>
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</thead>
<tbody>
<tr>
<td>Outreach &amp; Training Infrastructure</td>
<td>$2,575,000</td>
<td>Expand PON 1816, New RFP, Purchase Order</td>
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<tr>
<td>Curriculum Development</td>
<td>$1,775,000</td>
<td>Expand PON 1816, New RFP</td>
</tr>
<tr>
<td>Certification / Accreditation</td>
<td>$650,000</td>
<td>Expand NABCEP Contract, Expand PON 1816, New RFP</td>
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<td><strong>TOTAL WFD BUDGET</strong></td>
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Workforce Outreach

- Main Elements
  - Regional intermediaries to work with business, CBO, Labor, and training providers to facilitate student placement
  - Outreach to past training participants
Equipment and Training Infrastructure Recommendations

- Total Budget - $2,575,000
- Main Elements
  - Create hands-on workshops with necessary training equipment and tools to help prep for certifications
  - Hands-on skills development workshops and CEUs
  - Equipment incentives for trainees and contractors
  - Lab houses for training, testing, and certification
  - Expand certification field exam capacity
Curriculum Development Recommendations

- Total budget - $1,775,000
- Main Elements
  - Training Curricula Inventory
  - Needs assessment – skill gaps, job categories, etc.
  - Small commercial building energy audit training
  - Oil Heat Efficiency Training (all sectors)
  - Nationally accredited solar thermal training
  - Work readiness skills courses and prerequisites
  - Update Existing Curriculum
  - Develop curriculum for homeowner and community outreach
Certifications and Company Accreditation Recommendations

- Total budget - $650,000
- Main Elements
  - NYSERDA should continue to work with companies to obtain BPI accreditation: staged process to obtain accreditation
  - Work with Institute for Sustainable Power to recognize/accredit training
  - Develop new installer and heating certifications where needed
  - Develop standard and related certifications for commercial auditors
  - Support new NABCEP solar thermal certifications (entry level and technical sales)
Apprenticeships and On-the-Job Training (OJT) Recommendations

- Total budget - $2,725,000
- Main Elements
  - NYS Registered Apprenticeship Program and Certified Construction Training Program
  - Work readiness programs and entry-level worker recruitment
  - OJT and internships to support businesses
  - Direct entry into NYS Registered Apprenticeship Programs
  - Clearinghouse for workers, jobs and training
Technology Transfer Recommendations

- Total budget - $275,000

- Main Elements
  - National Clean Energy Training Conference and Workshops for Trainers (March 2011)
  - Three Contractor Exchange Conferences
Evaluation Recommendations

- **Main Elements**
  - Evaluate workforce training benefit to contractors, unemployed/emerging workers, and retrained workers
  - Trainer evaluations to include subject matter proficiency and quality of training delivery using student survey assessment
  - Participant performance on certification exams, career/employment placement
Next Steps

- Comments from today’s meeting will be reviewed and incorporated as appropriate.
- Additional comments will be accepted through February 25, 2010. Send to: comments-workforce@nyserda.org
- Final Workforce Operating Plan submitted to NYSERDA Officers March 4, 2010.