Participate in Workforce Development and Training to support Disadvantaged Communities and Priority Populations.

Workforce development and training are essential for creating a thriving 21st century workforce and a cleaner, healthier New York. To help advance the clean energy workforce, the New York State Energy Research and Development Authority (NYSERDA) is partnering with training organizations, clean energy companies, stakeholders and communities to support disadvantaged communities and priority populations across the state.

The Climate Leadership and Community Protection Act (Climate Act) requires that State agencies, authorities, and entities ensure 40% of the benefits of spending on clean energy and energy efficiency programs are realized by disadvantaged communities. Visit nyserda.ny.gov/wf-definitions for definitions of priority populations and disadvantaged communities.

**NYSERDA funding supports diverse activities such as:**
- Training for building and operations staff to properly operate and maintain building systems
- Fellowships and on-the-job training for new clean energy workers
- Internships for students looking to gain hands-on skills at a clean energy company
- Pre-apprenticeships and apprenticeship programs and curriculum development to meet the needs of clean energy employers

**NYSERDA Invests in Workforce Development and Training to support Disadvantaged Communities and Priority Populations**

New York State is committed to investing in disadvantaged communities, ensuring clean energy resources benefit all New Yorkers. NYSERDA offers several clean energy workforce development and training initiatives to prepare individuals from all backgrounds for good paying job opportunities in the clean energy economy and to help existing workers upgrade their skills.

Funding for workforce development and training for individuals from priority populations and disadvantaged communities is awarded through the Program Opportunity Notices (PONs) listed on the following page.
PON 4463: Career Pathway Training Partnerships for High Efficiency HVAC and Heat Pumps

This program offers funding to training providers who recruit and train students from priority populations and disadvantaged communities for HVAC/Heat Pump careers specifically with ground source and cold climate, air source heat pump applications. These multifaceted training programs focus on technical skills instruction, hands-on work experience, career-readiness tools, and job placement assistance.

Training in Action
St. Nick’s Alliance and Solar One will offer an eight-week credentialed, employer-linked, comprehensive training program. Students will be introduced to potential HVAC careers, workplace success skills, job search and placement, and labor market information. This training gives disadvantaged and underemployed individuals entry to the clean energy industry.

The HOPE Program, in collaboration with Solar One, will train approximately 100 participants from priority populations on high-efficiency HVAC and heat pumps. Upon completion of the 150-hour program, many students will be enrolled in essential skills training and placed into internships, apprenticeships, or jobs.

PON 3981: Energy Efficiency and Clean Technology Training

This program delivers Energy Efficiency and Clean Technology Training by combining rigorous, high-quality education for incumbent workers and career pathways for new workers. At least 80% of new workers trained must be placed in an internship, apprenticeship, or job within six months of completed training. Union groups, colleges, utility companies, trade associations, community-based organizations, and clean energy companies are just some of the partners who are creating curriculum and delivering training addressing specific energy-related and clean-technology skills gaps across the State.

Training in Action
City College of New York, Continuing and Professional Studies, West Harlem Group Assistance, and 3Q Innovation, Inc. plan to make quality educational programs available to the community and to support students as they prepare for college, transition to new careers, and/or upgrade skills. The program trains building operations and maintenance personnel supporting 70 multifamily residential buildings in Harlem. Workers, including some underserved individuals, will be trained in energy-use analytics and optimization managements system.

Green Collar Prep – Nontraditional Employment for Women (NEW) is developing a new training program to prepare low-income women, particularly women of color, for jobs and apprenticeships in the green collar economy. Offered free of charge, Green Collar Prep (GCP) builds on the foundational skills acquired in NEW’s core apprenticeship program, Blue Collar Prep, and NEW at Night by integrating content directly linked to sustainability and efficiency practices and providing students with comprehensive training in environmental literacy and construction techniques. Green Collar Prep offers skills training, soft skills workshops, physical conditioning, mentoring, networking opportunities with subject matter experts, and site tours focusing on environmental stewardship in the construction industry. It connects students to necessary training certifications as well as employment opportunities with apprenticeship partners and contractors.

Youth Action Programs and Homes, Inc. is creating a Building Operators Training Program to prepare 30 young adults in Upper Manhattan and the South Bronx for entry-level jobs with local multifamily building operators and small businesses.

- Partners: CUNY Building Performance Lab and Association for Energy Affordability
- Training: 72 hours of classroom and hands-on learning, culminating in a certificate of completion along with a 6-8-week internship in various building sites. Opportunities to further training at the Association for Energy Affordability to achieve Energy Efficiency Building Operations Specialist certification.
- Wrap-Around Services: Professional development programming, worksite coaching, case management, job searching, and education assistance.

PON 3982: On-the-Job Training Program

This program provides a maximum of 75% wage reimbursement to eligible businesses for 4-6 months of a new hire’s training period. Higher funding is available for Minority- and Women-Owned Businesses, Service-Disabled Veteran Owners, and clean energy businesses hiring members of priority populations and disadvantaged communities. To date, over 190 workers have been hired in the program. Of that total, 121 participating businesses have hired 765 workers.

Training in Action
Many companies from around New York State are participating in on-the-job training programs: Halcyon Inc from the Finger Lakes Region; J. Synergy Green Inc. from Long Island; Foam It Insulation, LLC from the Southern Tier; Kinetic Communities Consulting from the Capital Region; Zerodraft Residential, Inc. from Central NY; Malcarne Contracting, Inc. from the Mid-Hudson Region; Fred F. Collis and Sons from the Mohawk Valley; Wildan Lighting and Electric, Inc. from New York City; LCDrives Corp. from the North Country; and C & R Housing Inc. from Western NY.
PON 4772: Climate Justice Fellowship

This program supports New York State’s commitment to environmental and climate justice—ensuring 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. These fellowships offer unique opportunities for collaboration between individuals who want to develop clean energy career skills and forward-thinking entities who want to facilitate clean energy development within the very same communities.

NYSERDA will fund approximately 150 fellowships over the next three years, and will work with state and federal agencies, nonprofits, 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.

PON 4000: Clean Energy Internship Program

This program prepares the next generation of clean energy workers by funding internships with clean energy companies. Proposals focusing exclusively on disadvantaged communities and/or priority populations receive higher consideration, as well a reduced cost share requirement of 10 percent.

For employers with up to 100 employees, 90% of intern wages are covered. To date, over 1000 interns have been hired from 212 different businesses.

Participation in the Clean Energy Internship Program provides the following benefits:

- Relevant career experiences to people entering the workforce.
- Evidence of industry partnerships for hands-on training and experiential learning.

About NYSERDA

NYSERDA, a public benefit corporation, offers objective information and analysis, innovative programs, technical expertise, and support to help New Yorkers increase energy efficiency, save money, use renewable energy, and reduce reliance on fossil fuels. NYSERDA professionals work to protect the environment and create clean energy jobs. NYSERDA has been developing partnerships to advance innovative energy solutions in New York State since 1975.

To learn more about NYSERDA’s programs, visit nyserda.ny.gov or follow us on Twitter, Facebook, YouTube, or Instagram.