

Clean Energy Workforce Development

Overview



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

NYSERDA's programs are preparing the current and future workforce to meet the demands of clean energy jobs.

With a commitment of more than \$100 million through 2025, NYSERDA will work with partners to change the landscape of New York's workforce through clean energy workforce development and training.

Funding provides opportunities for activities as diverse as:

- Training building and operations staff to properly operate and maintain building systems
- Providing 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 business cost of hiring new workers

Funding is available under different workforce development and training opportunities:

Career Pathway Training Partnerships (PON4463)

Funding is provided for hands-on, entry-level training programs designed to develop a talent pipeline of new workers with the basic, technical, and advanced skills needed by employers to work in high-efficiency heating, ventilation, and air conditioning (HVAC) careers — specialized in heat pump technologies.

Incentives and Funding: Up to \$8.5 million in total is available, with maximum award amounts not to exceed \$550,000, and a 10% cost share required.

NYSERDA will give preference to projects that provide training and job placement services to priority populations, including:

- Veterans
- Native Americans
- Individuals with disabilities
- Low-income individuals at or below 60% of State median income, including those participating in Temporary Assistance for Needy Families (TANF), Supplemental Nutrition Assistance Program (SNAP), Home Energy Assistance Program
- Unemployed power plant workers
- Previously incarcerated individuals
- 18- to 24-year-olds participating in work preparedness training programs that include energy-related technical training, such as BOCES, technical high schools, Conservation Corps, Youthbuild, AmeriCorps, etc.
- Residents of Potential Environmental Justice Areas as defined by NYS DEC



NYSERDA

Energy Efficiency and Clean Technology Training (PON 3981)

Projects are intended to develop and deliver training, hands-on experience, and job placement assistance to ensure new and existing workers have the skills businesses need, and to reduce the risk and expense associated with recruiting, onboarding, training, and retaining workers.

Projects will also assist workers by reducing employment barriers and creating pathways to quality jobs.

Incentives and Funding: A minimum of \$4 million is available in multiple rounds for projects. Proposals between \$50,000 and \$250,000 will be accepted. Additional funding may be added to successful projects after the original contract award. Projects are anticipated to be completed within approximately two years.

Internships (PON 4000)

NYSERDA is helping to prepare the next generation of clean energy workers by funding internships for students and recent graduates at New York State's clean energy companies through New York State Clean Energy Internships.

NYSERDA is providing funding to clean energy businesses interested in hiring interns to perform meaningful work in the clean energy sector. Both clean energy businesses and interns are encouraged to apply to participate in the program.

Incentives and Funding: Up to \$9 million is available. Reimbursement is on a sliding scale depending on the size of the employer:

- 90% for employers with fewer than 100 employees
- 75% for employers with 100 or more employees

Building Operations and Maintenance (PON 3715)

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: Up to \$8 million is available. 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 will share up to 50% of the cost for eligible projects, with a cap of \$400,000 per application.

On-the-Job Training (PON 3982)

Eligible applicants will receive funding for on-the-job training (OJT) to reduce 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, including providing workers with 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: Up to \$14 million is available for eligible energy efficiency and clean technology businesses.

- **100 employees or less** — NYSERDA will pay 50% of a new employee's hourly wage for 16 weeks. If an employee from a priority population is hired, NYSERDA will pay 50% of a new employee's hourly wage for 24 weeks.
- **101 employees or more** — NYSERDA will pay 50% of a new employee's hourly wage for 24 weeks if the employee is from a priority population.
- **Businesses hiring workers related to heat pump installation (all business sizes)** — NYSERDA will pay 75% of a new employee's hourly wage for 16 weeks or 24 weeks if the employee is from a priority population.
- **Businesses hiring workers related to solar electric technology (all businesses sizes)** — NYSERDA will pay 50% of a new employee's hourly wage for 24 weeks if the employee is from a priority population.

Funding caps do apply — see PON 3982 for details.

Clean Energy Training Services (RFQL 4145)

NYSERDA is establishing a pool of contractors qualified to deliver training, develop curriculum and/or training tools, and provide market expertise and/or other services related to clean energy workforce development and training. Qualified contractors will have experience in one or more of the following categories: energy efficiency, renewable electric power generation, grid modernization and energy storage, alternative transportation, renewable fuels, or other related areas. In addition, NYSERDA also seeks contractors with experience developing certifications/credentials and reaching underserved populations who encounter barriers to accessing training and jobs in the clean energy sector.

Multi-year Incentives and Funding: NYSERDA anticipates entering into three-year Umbrella Agreements, with the option to renew, with the approved proposers in each category.

For additional eligibility, funding, and incentive information, as well as a directory of free clean energy training resources, visit nyserdera.ny.gov/Clean-Energy-Workforce-Development or email wfinfo@nyserdera.ny.gov.