

# **Workforce Development and Training**

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& Kim Lenihan

Green Jobs-Green NY Advisory Council Meeting  
February 18, 2010

# Draft Workforce Operating Plan Presentation

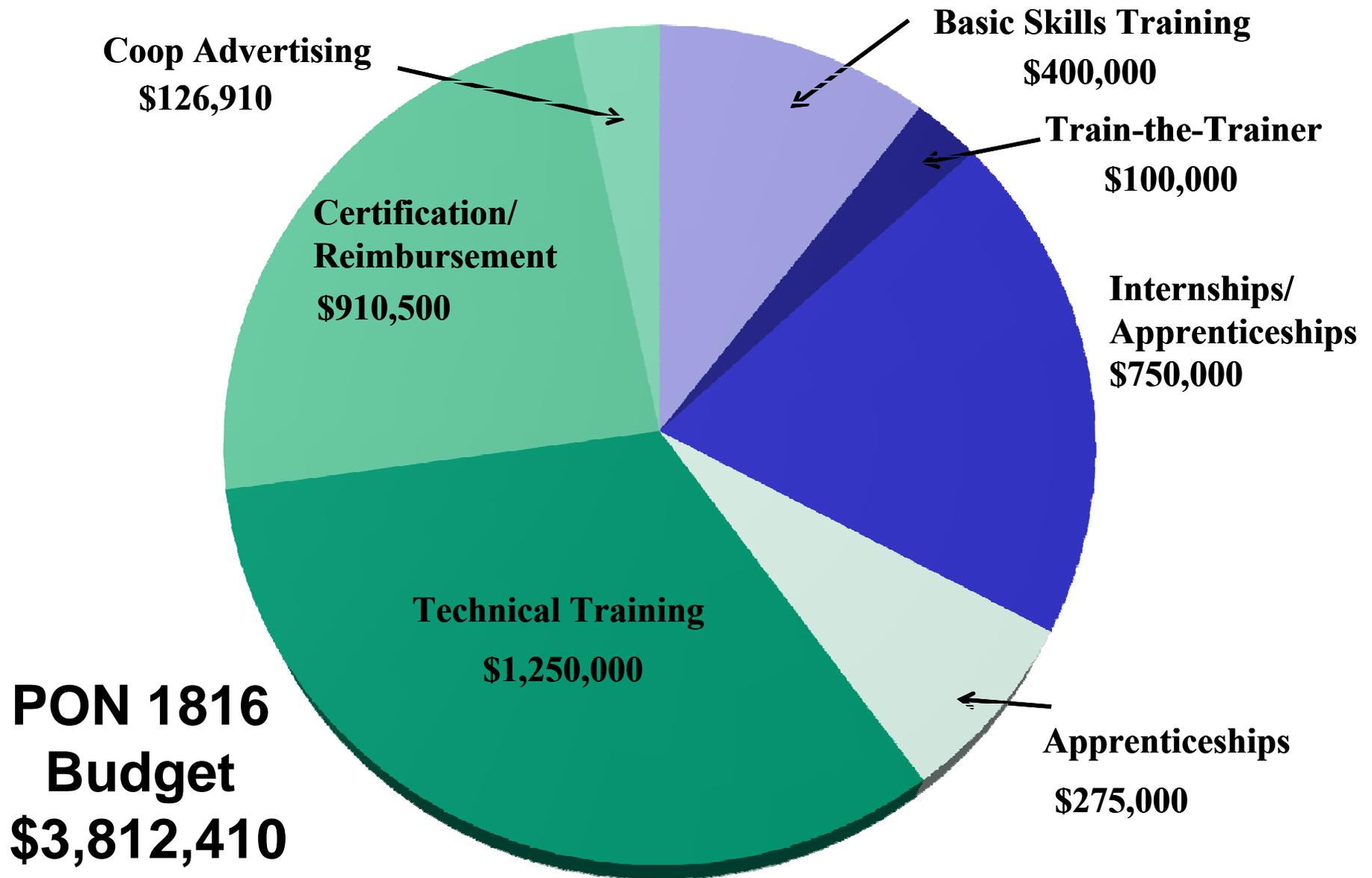
- ❑ Review of Existing NYSERDA Workforce Development and Training Initiatives
- ❑ Summary of GJ-GNY Workforce Working Group Process
- ❑ Review and Discuss Main Elements of Draft Workforce Operating Plan
- ❑ Steps to Finalize and Approve Draft Workforce Operating Plan

## **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*

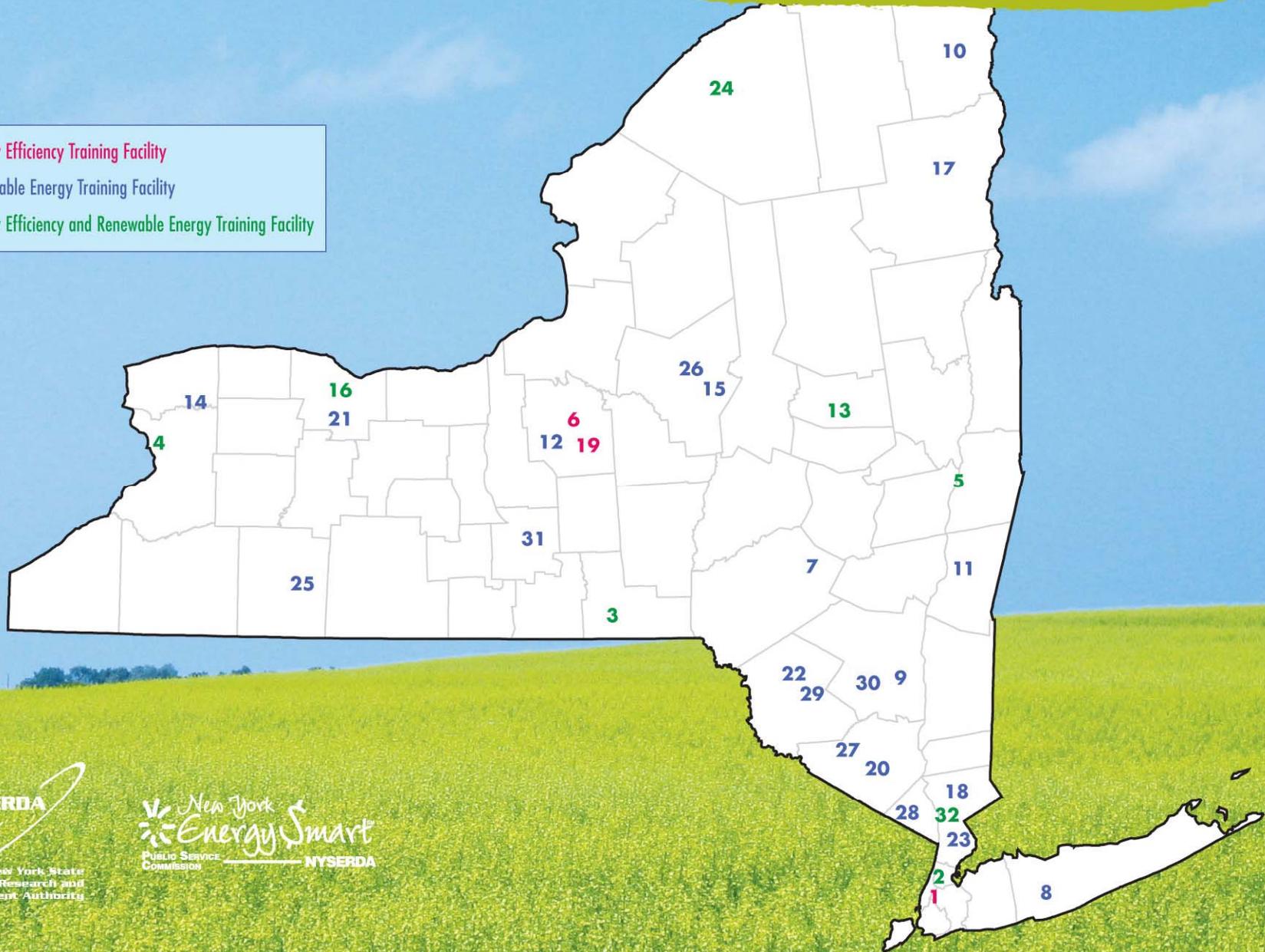


# Energy Efficiency and Renewable Energy TRAINING FACILITIES

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 ValleyCC
- ❑ 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

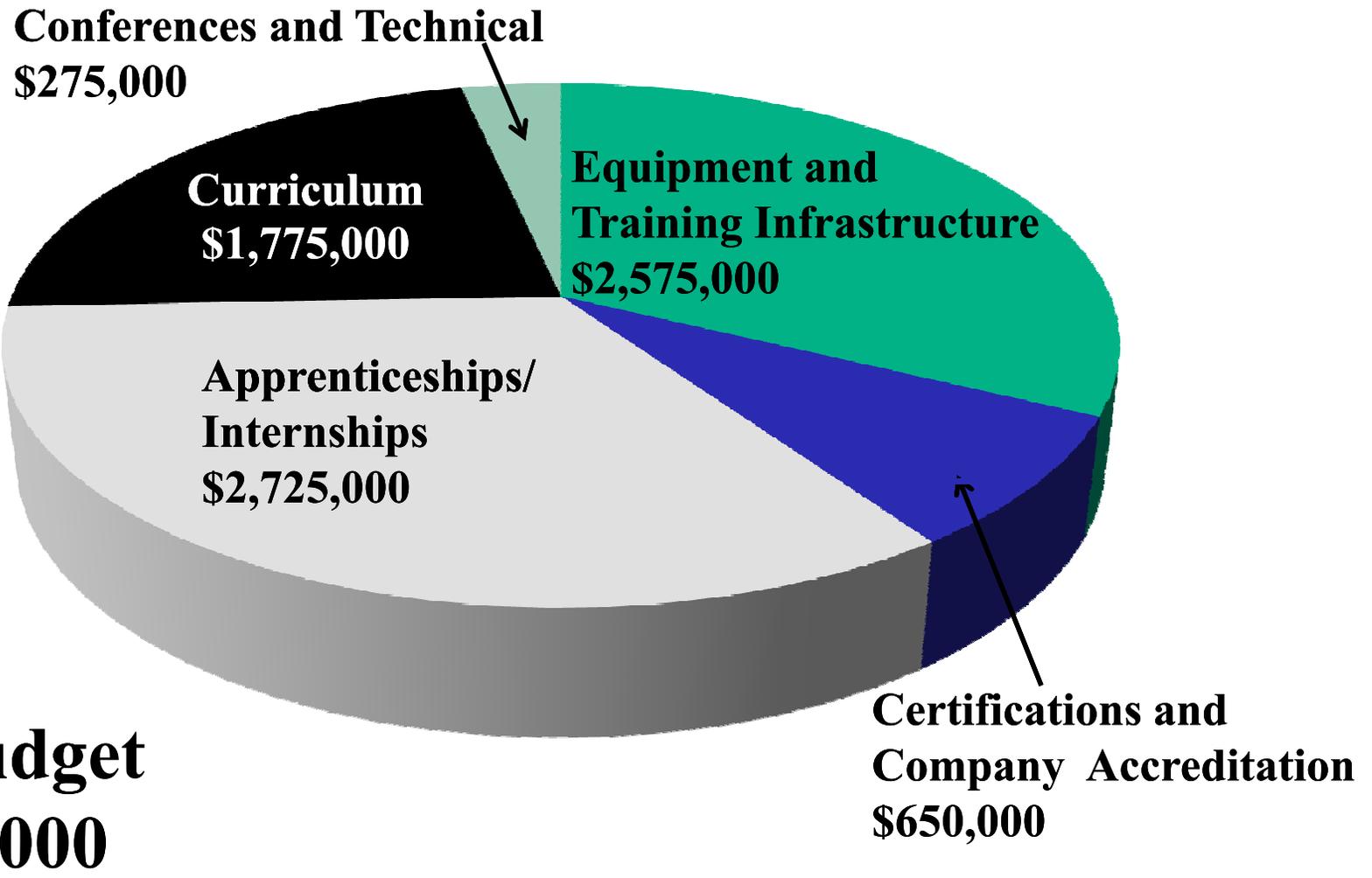
## □ Framework

- 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



# WFD Proposed Budget

Program Component	Annual Budget	Contracting Vehicle
Outreach & Training Infrastructure	\$2,575,000	Expand PON 1816, New RFP, Purchase Order
Curriculum Development	\$1,775,000	Expand PON 1816, New RFP
Certification / Accreditation	\$ 650,000	Expand NABCEP Contract, Expand PON 1816, New RFP
Apprenticeships / Internships	\$ 2,725,000	Expand PON 1816, New RFP
Technology Transfer	\$ 275,000	New RFP
<b>TOTAL WFD BUDGET</b>	<b>\$8,000,000</b>	

# 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](mailto:comments-workforce@nyserda.org)
- ❑ Final Workforce Operating Plan submitted to NYSERDA Officers March 4, 2010