

# Clean Energy Workforce Development

## Program Comparison



NYSERDA's Workforce Development and Training programs focus on enhancing the talent pipeline for New York State businesses engaged in the clean energy industry. Through the Clean Energy Internship Program, the On-the-Job Training Program, and the Climate Justice Fellowship Program, NYSERDA facilitates the placement of new workers, students, recent graduates, and individuals from disadvantaged communities considering career opportunities in clean energy into paid internships, fellowships, and full-time jobs across the state. The programs provide individuals and businesses with the tools to connect as well as funding to reimburse participating businesses for a percentage of the workers' wages.

	Clean Energy Internship Program PON 4000	On-the-Job Training (OJT) Program PON 3982	Climate Justice Fellowship PON 4772
Program Summary	Funding for eligible clean energy businesses, organizations, and local municipalities to hire <b>interns</b> to work for a limited period of time in the clean energy sector to gain industry and professional experience.	Incentives for eligible energy efficiency and clean technology businesses to hire and provide on-the-job training for full-time, permanent <b>new workers</b> .	Funding for 12-month, full-time <b>fellowships</b> for individuals currently residing in disadvantaged communities or from priority populations to work within organizations and businesses that advance climate justice and clean energy priorities for disadvantaged communities.
Eligible Businesses / Organizations	Provide one or more eligible energy services in the following areas: energy efficiency, renewable electric power generation, grid modernization and energy storage, alternative transportation, and renewable fuels.	Provide one or more eligible energy services in the following areas: high-efficiency HVAC, water heating, lighting and controls renewable heating and cooling, insulation and/or air sealing; building automation and controls; smart grid; energy storage; building operations and maintenance; solar electric photovoltaics; solar thermal and related areas; and offshore and land-based wind and related areas.	Be a community-based organization, university, municipality, climate tech innovator/start-up, venture development organizations (e.g., incubators, accelerators, or other similar programs), clean energy business or a firm dedicated to advancing climate justice and clean energy priorities in disadvantaged communities.
Reimbursement Rate	75%-90% wage reimbursement on wages up to \$17/hr, depending on business size.	50%-75% wage reimbursement up to \$24/hr, depending on business size, business type, and worker being hired.	\$37,000 mandatory min salary per fellow, plus \$3,000 training/professional development.
Average Subsidy	\$6,500 per intern.	\$8,000 per new hire.	Maximum \$40,000 per fellow.
Length of Program	Minimum eight weeks or 80 hours and up to a maximum of 480 hours.	4-6 month on-the-job training period.	Must be a 12-month employment period.
Priority Populations and Disadvantaged Communities	Individuals currently residing in disadvantaged communities or from a priority population who do not meet college graduation and related requirements outlined in PON 4000 can be hired by approved businesses.	Individuals currently residing in disadvantaged communities or from a priority population are eligible to receive up to 960 hours of reimbursement.	Fellows must currently reside in a disadvantaged community or be from a priority population.



**NYSERDA**

	<b>Clean Energy Internship Program PON 4000</b>	<b>On-the-Job Training (OJT) Program PON 3982</b>	<b>Climate Justice Fellowship PON 4772</b>
<b>Program Limitations</b>	<p>Up to seven interns working at one time or total of 30 over the lifetime of the program.</p> <p>Reimbursement provided up to 40 hours per week for interns not enrolled in classes and up to 18 hours per week for interns enrolled in classes.</p> <p>Employers must have at least two or more full-time employees who receive an IRS W2 form (unless New York State registered or New York City certified as a WBE/MBE/SDVOB.) Owners and interns do not count toward this minimum.</p>	<p>\$150,000 cap per business when hiring a an individual not currently residing in disadvantaged community or from a priority population. New hires from priority populations or disadvantaged communities do not count toward the cap. Businesses can hire an unlimited number of individuals from priority populations or disadvantaged communities.</p> <p>Employers must have at least two or more full-time employees who receive an IRS W2 form (unless New York State registered or New York City certified as a WBE/MBE/SDVOB.) Owners and interns do not count toward this minimum.</p>	<p>Host employers must apply to the program with a fellow candidate identified. Eligible host employers may apply for one or more fellows per session/due date. It is anticipated that most host employers would be approved for one fellow per session/ due date.</p> <p>Employers must have at least two or more employees or the equivalent of two full-time employees (unless New York State registered or New York City certified as a WBE/MBE/SDVOB.) Owners do not count toward this minimum.</p> <p>Employers must offer health benefits to their fellows.</p>
<b>Women, Minority, and Service Disabled Veteran Owned Businesses Support</b>	<p>Two employee minimum is waived.</p> <p>No cap on number of interns over the life of the program.</p>	<p>Two employee minimum is waived.</p> <p>Receive 75% reimbursement regardless of technology type.</p>	<p>Two employee minimum is waived.</p> <p>Additional fellows may be awarded to venture development organizations, M/WBEs, and SDVOBs.</p>
<b>Program Connections</b>	<p>Interns who participate in PON 4000 can be hired through the on-the-job training program if they meet all eligibility requirements.</p>	<p>Interns who participate in PON 4000 can be hired by the company they interned with through the on-the-job training program once they finish their internship.</p> <p>Fellows who participated in PON 4772 can be hired through the on-the-job training program once they finish their fellowship.</p>	<p>Interns participating in NYSERDA's New York State Clean Energy Internships Program (PON 4000) may be eligible to become a fellow (PON 4772) with their current host employer. Upon successful completion of the fellowship program, fellows may be eligible for NYSERDA's on-the-job training funding (PON 3982).</p>
<b>Additional Resources</b>	<p>Participating businesses receive a directory of eligible interns looking for internships.</p>	<p>New York State Department of Labor provides hiring support to businesses and assists with training plan development.</p>	<p>NYSERDA is working with State and federal agencies, nonprofits, foundations, and other partners to leverage existing resources, wrap-around services, training, and professional development opportunities.</p>
<b>Link to the PON</b>	<a href="https://nyserdera.ny.gov/pon4000">nyserdera.ny.gov/pon4000</a>	<a href="https://nyserdera.ny.gov/pon3982">nyserdera.ny.gov/pon3982</a>	<a href="https://nyserdera.ny.gov/pon4772">nyserdera.ny.gov/pon4772</a>
<b>Links to Case Studies</b>	<a href="https://nyserdera.ny.gov/blocpower-cs">nyserdera.ny.gov/blocpower-cs</a>	<a href="https://nyserdera.ny.gov/collis-cs">nyserdera.ny.gov/collis-cs</a>	N/A

Up-to-date definitions of Disadvantaged Communities, Priority Populations, and other terms can be found on the NYSERDA Workforce Development website: [nyserdera.ny.gov/wfd](https://nyserdera.ny.gov/wfd)