



**NYSERDA**

**New York State Energy and Research Development Authority**  
PON 4772 – Climate Justice Fellowship  
Funding Available: \$6 Million

**Workforce Development and Training**  
Darina Mayfield | Senior Project Manager  
*16 September 2021*

# PON 4772 – Climate Justice Fellowship

## NYSERDA's Climate Justice Fellowship Program Overview

- > Fund approximately 50 full-time year-long fellowships in 2021 and up to 100 fellowships over the next two years
- > **Target individuals** include those currently residing in **disadvantaged communities** (as defined by the Climate Justice Working Group) **or from priority populations**
- > Fellows can work with community-based organizations, universities, municipalities, climate tech innovators/start-ups and clean energy businesses to **advance climate justice and clean energy priorities for disadvantaged communities**, including assisting with community engagement activities (e.g., plan, policy, or project) or clean energy project development and implementation
- > NYSERDA is working with State and federal agencies, non-profits, foundations, and other partners to leverage existing resources, wrap-around services, training, and professional development opportunities. Activities may include **peer groups, leadership development, and mentorship for all Fellows**, and will be provided at no or low cost to the Fellow or host employer



**NYSERDA**

# PON 4772 – Climate Justice Fellowship



**NYSERDA**

## Funding

- > **\$6 million** available for approximately 50 fellowships in 2021 and up to 100 fellowships over the next two years
- > Should demand exceed funding available for fellows that will start in 2021, NYSERDA reserves the right to **fund additional fellows to start in early 2022**
- > **\$40k per fellow**, with an estimated \$37k toward annual salary, and \$3k for training/professional development and/or wrap-around services.
- > Remaining eligible funds (up to the maximum of \$40k per Fellow) may be paid to the Fellow as a **bonus** upon successful completion of the 12-month employment period.
- > Host employers are required to provide the Fellow with **comprehensive employee health benefits** (i.e., medical, dental and vision) at reasonable or no cost to the Fellow. The Fellow may deny health benefits if already covered under an existing policy.
- > Host employers that include **additional employee benefits** (e.g., life and disability insurance, retirement, paid time off, sick time, student loan assistance, etc.) in their cost share will be given preference.
- > **Contract payments** will be made to the eligible host employers only and will be made on a **reimbursable basis**.

# PON 4772 – Climate Justice Fellowship



**NYSERDA**

## To Be Eligible for Funding, the Proposed Fellowship Plan Must:

- > Advance climate justice and clean energy priorities for disadvantaged communities and fall within the eligible project range.
- > Outline the climate justice activities the Fellow will undertake over the 12-month period, including estimates on the frequency of in-person meetings, peer check-ins, individual coaching sessions, etc.
- > Detail final deliverable or capstone project the Fellow will produce upon completion of the program
- > Match Fellows with senior internal mentors – In the first few months of the fellowship, the Fellow should work with supervisors to identify a more senior professional within the host organization who can provide additional internal guidance and development.
- > Match Fellows with external mentors – the host employer should work to connect the Fellow with professionals external to their organization, and who have overlapping professional and/or personal goals and interests.
- > Assist the Fellow in securing the proper training/professional development and wrap-around services (e.g., public transportation), enabling their ability to fully engage in the program
- > Be a full-time (min. 35 to 40 hours per week for 12 consecutive months) fellowship with comprehensive employee health benefits at reasonable or no cost to the Fellow.

# PON 4772 – Climate Justice Fellowship



**NYSERDA**

## Potential Fellowship Activities

- > Energy benchmarking/disclosure requirements that protect and empower tenants with information about the energy use intensity and affordability of their housing stock
- > Technical sales, design, installation, inspection, etc. of clean technologies and systems
- > Considering the health impacts associated with poor indoor air quality and insufficient thermal comfort
- > Developing energy efficiency education and resources for community members through a series of workshops, tabling events, and media
- > Analyzing specific clean energy curriculum for implicit bias and exploration of avenues to incorporate community voice in curriculum and programs
- > Supporting and strengthening grassroots community-based collaboration with sector-based employment partners
- > Developing and/or implementing strength-based community climate change/resilience planning strategies, policies, and projects
- > Facilitating partnership building and supporting clean energy start-ups' use of technology to address disadvantaged communities

# PON 4772 – Climate Justice Fellowship



**NYSERDA**

## Disadvantaged Communities and Priority Populations

- > Eligible Fellow Candidates must currently reside in a **Disadvantaged Community** or be from a **Priority Population** as defined on NYSERDA's Clean Energy Workforce Development "**Definitions**" page.
  
- > Interim criteria for Disadvantaged Communities includes communities:
  - Located within DEC Potential Environmental Justice Areas
  - Located within NYS Opportunity Zones
  - With households with annual incomes at or below 50% of the area median income
  
- > Currently, Priority Populations include individuals from any of the following categories:
  - Veterans
  - Native Americans
  - Individuals with disabilities
  - Low-income individuals
  - Incumbent or unemployed power plant workers
  - Previously incarcerated individuals
  - 16- to 24-year-olds who are enrolled in or have completed a comprehensive work preparedness training
  - Homeless individuals
  - Single parents

# PON 4772 – Climate Justice Fellowship



**NYSERDA**

**Ideal Fellow** Candidates are:

- > Committed to the values of **diversity, equity, and inclusion** within the environmental and social change fields
- > Willing to actively contribute to the Fellowship and take advantage of its benefits including eagerness to connect with and learn from others
- > Active in and give back to their community
- > Looking to build their personal and **community leadership skills**

**Host Employers:**

- > Must apply to the program with a fellow candidate identified
- > May apply for one (1) or more fellows per session/due date
- > More than one fellow may be approved for priority organizations such as **venture development organizations**, Minority- and Women-Owned Business Enterprise (**MWBE**) organizations, Services-Disabled Veteran-Owned Businesses (**SDVOB**) and other organizations if funding is available

# PON 4772 – Climate Justice Fellowship



**NYSERDA**

## Eligible Host Employers must:

- > Be a community-based organization, university, municipality, climate tech innovator/start-up, venture development organizations, etc.
- > Commit to hiring and providing professional development training/mentoring for a year-long, full-time fellowship, to an individual currently residing in a disadvantaged community or from a priority population, advancing climate justice and clean energy priorities for disadvantaged communities. **Full-time is defined as 35 - 40 hours per week for 12 consecutive months.**
- > Have at least **one physical business address in NYS** where the fellowship will be executed and the legal authority to hire employees and conduct business in NYS.
- > Have **at least two or more full-time employees** or the equivalent of two full-time employees, with noted exceptions for MWBEs and SDVOBs.
- > Attest to **compliance** with all applicable **labor laws**, and not have failed to file any applicable local, state or federal tax returns, nor failed to pay New York State Unemployment Insurance.



# PON 4772 – Climate Justice Fellowship



**NYSERDA**

## Eligible Fellow Candidates must:

- > Currently **reside in NYS** and can work in NYS full-time for 12-months
- > Commit to the **entire 12-month fellowship** and the goal of assisting the employer in advancing climate justice and clean energy priorities for disadvantaged communities.
- > Currently reside in a **Disadvantaged Community** or be from a **Priority Population** as defined on NYSERDA's Clean Energy Workforce Development "Definitions" page.
- > Be a **new hire**, not a previous or furloughed employee, contractor, or intern
- > **Not be a relative** of business owners, principals, or hiring managers.
- > Fellowships are **not** intended for individuals enrolled in school or coursework, however part-time coursework or schooling that does not exceed 6 credit hours or 6 to 8 hours per week may be allowed and will be considered on a case-by-case basis, depending on the nature and hours of the full-time Fellowship and schooling or courses.

# PON 4772 – Climate Justice Fellowship

**Applications accepted through  
October 28, 2021**

**It is anticipated that an additional due date(s) for 2022  
Fellowships will be posted after October 28, 2021.**



**NYSERDA**

## Application Process

- > NYSERDA will select employers and their Fellows to participate in the program. Applications that meet solicitation requirements will be reviewed and evaluated on a rolling and first-come first-served basis by a Scoring Committee consisting of NYSERDA staff and selected outside reviewers
- > A threshold score may be set at NYSERDA's discretion. Final rankings and contract awards will be based on the Evaluation Criteria. It is anticipated that all award decisions for Fall 2021 fellows will be made by November 30, 2021
- > Host employers must demonstrate they meet all eligibility requirements, are working to advance climate justice priorities in disadvantaged communities, and provide an outline of activities the fellow will undertake over the 12-month period
- > Fellow candidates must provide their resume, personal statement, and reference letters demonstrating their commitment to climate justice
- > The projected timeline for additional due dates is as follows: Winter/Spring 2022 Cohort 2; Winter/Spring 2023 Cohort 3.

# PON 3982 – On-The-Job Training Program

Applications accepted through  
October 31, 2023

Key Highlights	PON 3982 On-the-Job (OJT) Training Program
<p><b>Eligible Businesses</b></p>	<ul style="list-style-type: none"> <li>• <u>Energy Efficiency</u>: Lighting; Heating, Ventilation and Air Conditioning; Air Source Heat Pumps; Advanced Building Materials; Insulation and Air Sealing; Other High-Efficiency Products and Services</li> <li>• <u>Renewable Electric Power Generation</u>: Geothermal; Solar; Hydroelectric Power</li> <li>• <u>Grid Modernization and Energy Storage</u>: Smart Grid; Micro-grid; Demand Response Management</li> </ul>
<p><b>Wage Reimbursement</b></p>	<ul style="list-style-type: none"> <li>• 50%-75% wage reimbursement for 4-6 months of a new hire’s training period.               <ul style="list-style-type: none"> <li>○ 75% for MBE/WBE/SDVOB businesses and heat pump hires</li> <li>○ 50% for all other hires</li> <li>○ 6 months for hires from a priority population/disadvantaged community</li> <li>○ 4 months for all other hires</li> </ul> </li> </ul>
<p><b>Process</b></p>	<ul style="list-style-type: none"> <li>• Business Registration Form via Microsoft Teams</li> <li>• NYSDOL review, approval and supported hiring</li> <li>• New Hire applications submitted to NYSERDA for approval</li> <li>• Invoices submitted for reimbursement after 4 weeks</li> </ul>

# PON 4000 – Internship Program

Applications accepted through  
December 30, 2024

Key Highlights	PON 4000 Internship Program
Eligible Businesses	<ul style="list-style-type: none"><li>• <u>Energy Efficiency</u>: Lighting; Heating, Ventilation and Air Conditioning; Air Source Heat Pumps; Advanced Building Materials; Insulation and Air Sealing; Other High-Efficiency Products and Services</li><li>• <u>Renewable Electric Power Generation</u>: Geothermal; Solar; Hydroelectric Power</li><li>• <u>Grid Modernization and Energy Storage</u>: Smart Grid; Micro-grid; Demand Response Management</li></ul>
Wage Reimbursement	<ul style="list-style-type: none"><li>• Reimbursement is provided to businesses on wages up to \$17/hour on a sliding scale depending on the size of the employer:<ul style="list-style-type: none"><li>• Employers with 2 - 100 employees: 90% of intern wages covered</li><li>• Employers with 100 or more employees: 75% of intern wages covered</li></ul></li></ul>
Process	<ul style="list-style-type: none"><li>• Businesses and interns both apply to the program</li><li>• Businesses can “bring their own” intern or find one from a list of candidates who apply to the program</li><li>• Businesses submit job descriptions and internship details for NYSERDA to approve</li><li>• Businesses provide payroll records to NYSERDA to request reimbursement</li><li>• Part-time and full-time internships are permitted (only part time for students while in school). Internships must be a minimum 8 weeks and 80 hours up to 960 hours completed within a 12-month period.</li></ul>

# Thank you!

Questions?

Contact: [WFinfo@nyserda.ny.gov](mailto:WFinfo@nyserda.ny.gov)



**NYSERDA**