


# Green Jobs - Green New York (GJGNY) Advisory Council Meeting

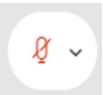
December 4, 2025



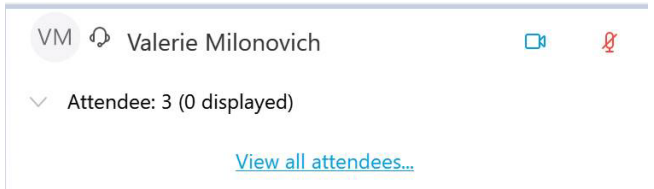
# Meeting Procedures

## Before beginning, a few reminders to ensure a smooth discussion:

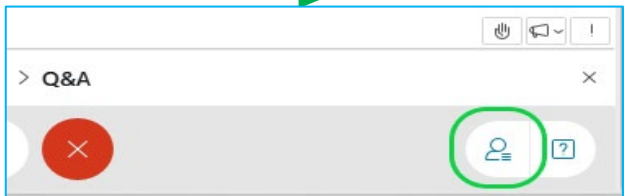
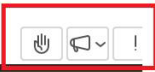
- Attendees are muted during the event.
- Panelists and Advisory Council Members should be muted if not speaking. You'll see  when your microphone is muted
  - If using computer for audio, please click the mute button on the computer screen.
  - If using phone for audio, you may control mute/unmute using the phone mute button.
- Video is encouraged for panelists; in particular when speaking.
- For members and panelists, to ask a question or make a comment, please use the hand raise function. You will find the hand icon at the bottom of the participant panel.
- If technical problems arise, please contact Kelly Hammond, [Kelly.hammond@nyserda.ny.gov](mailto:Kelly.hammond@nyserda.ny.gov)



when your microphone is muted



**Hand Raise**



# Welcome

**Luis Aguirre-Torres, PhD.,**

Director, Financial Planning & Analysis and Financing  
Solutions,  
NYSERDA

# Agenda

1. Roll call
2. President's Report

## Program Updates

3. Single Family Residential
4. Multifamily
5. Small Commercial
6. GJGNY Financing
7. Workforce training
8. Community outreach
9. Evaluation
10. Discussion

# Roll call

# President's Report

**Doreen Harris,**  
President & CEO of NYSERDA,  
Chair of GJGNY Advisory Council

# Green Jobs-Green New York: 15 Years of Progress

- Green Jobs Green New York Act signed into law in October 2009
- Designed to support low/no cost home energy assessments, workforce training, and clean energy improvements for residential and small commercial entities
- GJGNY Program has evolved to align with the state's broader energy, equity, and affordability priorities



# Green Jobs-Green New York: Today

- Helps New Yorkers lower their energy bills by adopting energy efficient, cleaner, safer technologies
- Supports clean energy career pathways
- Advances equitable access to GJGNY programming via the Regional Clean Energy Hubs and Energy Equity Collaborative
- Tracks savings, barriers, and participation through a Common Metrics Framework to ensure meaningful impact



# Green Jobs-Green New York: What's Ahead

- Finalization of State Energy Plan will guide how the GJGNY program will continue to evolve to meet the needs of New Yorkers
- Recent PSC actions and new funding will strengthen EmPower+ and expand clean heating/cooling access
- Growing workforce needs increase the importance of GJGNY's training and community partnerships



# Program Updates

# Single Family Residential Programs

**Courtney Moriarta,**  
Director, Home Modernization,  
NYSERDA

# Low- and Moderate-Income Program Updates

- In July 2023, the **Assisted Home Performance and Empower Programs** combined into EmPower+, serving both low- and moderate-income (LMI) households
  - EmPower+ completed over 30,000 projects in 2024 and is on track to do the same in 2025
- NYSERDA started deploying **IRA home energy rebates** through the EmPower+ program in June 2024, including:
  - NYSERDA's direct implementation of heat pump project processing for LMI 1-4 residential sector
  - Development and implementation of a **targeted technical assistance training and mentoring** program for contractors installing heat pumps, focused on proper sizing, design, equipment selection, and installation
  - Leveraging of more than \$39 million to date in **federally funded direct-to-consumer rebates** to supplement other EmPower+ funding sources

# Residential Energy Assessment Program

## ■ **Achievements:**

- Over 1,960 assessments in 2024 and is on track to complete more than 2,000 assessments in 2025
- A demonstration project testing a variety of virtual energy assessment tactics using multiple vendors was completed in 2024, providing valuable learnings to determine a strategy for deploying a virtual audit tool
- A vendor was selected in 2025 to develop and provide a statewide virtual energy assessments, beginning in 2026

## ■ **Challenges:**

- Parts of New York State have limited contractor availability
- There is a very small market for in-home energy assessments not directly linked to an incentive program
- Lack of consumer awareness about no-cost Residential Energy Assessment (REA) Program

## ■ **Upcoming Changes:**

- Shift strategy to focus on virtual energy assessments (VEA) for all, sunset standalone REA program Dec 2025 and introduce statewide access to VEA in 2026, explore options to leverage VEA for GJGNY loan eligibility
- Continue to support in-home energy assessments connected with EmPower+ and Comfort Home

# Comfort Home & Utility Coordination

- **Comfort Home** has more than 100 participating contractors providing discounted weatherization services to market rate homeowners focused on reducing the heating and cooling loads to make participant homes “heat pump ready”
  - Participants are eligible for GJGNY financing
  - Comfort Home contractors completed 2,000 load reduction weatherization projects in 2024, and is on track to complete 3,500 projects in 2025
- **Utility Coordination**
  - Streamlined customer journey coordinated with ConEd’s Weather Ready program
  - Comfort Home is forecasted to double production in 2026 in preparation for utility market-rate weatherization programs to be deployed in 2027 under the 2025 PSC Order on Energy Efficiency and Building Electrification
  - NYSERDA is working with DPS and the utilities to transfer learnings and share resources developed under the Comfort Home pilot deployment, including:
    - Focus on load reduction vs. incremental energy savings
    - Use of simplified “measure package” incentives
    - Standardized simulation method for calculating energy savings using streamlined inputs

# Multifamily Initiatives

**Brian Cabezas,**  
Program Manager, Multifamily Residential,  
NYSERDA

# Multifamily Performance Program

- The Multifamily Performance Program (MPP) **closed to new applications in February 2022**, in conjunction with the launch of the statewide Affordable Multifamily Energy Efficiency Program (AMEEP) in November 2021.
  - Remaining projects have a final completion date of 12/31/2025.
- **Achievements to date:**
  - **37,180 dwelling units** served by providing **\$13,946,160 directly for incentives.**
  - Overall, the MPP Program has achieved the following savings metrics:
    - **Utility bill savings:** ~\$2.3 million (Annual)
    - **Energy savings:** ~202K MMBtu (Annual)
    - **Carbon reduction:** 16,380 MTCO<sub>2</sub> (Annual)
- **MPP Heat Pump Demonstration Study (HPDS):** The HPDS was launched in 2020 under MPP to provide additional incentives for MPP projects with heat pumps in their work scopes. To date the MPP HPDS has 8 enrolled projects, \$4.1 million committed for incentives.

# Low Carbon Pathways

- The Low Carbon Pathways (LCP) Program was launched in June 2021 to support MF buildings aiming to decarbonize in response to LL97
  - The program closed to new applications 10/31/25 and projects are expected to be completed by 12/31/27
- Achievements to date: the program has completed 1,009 dwelling units disbursing \$1,523,400 in incentives
- Additionally, the program is committed to 20,264 dwelling units and \$27,649,866 directly for incentives.
  - The program projects the following savings metrics:
    - **Utility bill savings:** \$2,574,793 (annual)
    - **Emissions reductions:** 14,611K MTCO<sub>2</sub>e (annual)
    - **Energy savings:** 305,411 MMBtu (annual); 4,581,168 MMBtu (lifetime)



# Flexible Technical Assistance Multifamily (FlexTech) Program

- Serves both affordable and market rate multifamily buildings. Cost share available: 75% for affordable, 50% for market rate. Cost sharing available to support the development of LL97 Decarbonization Plans
- **From 2022 to present:**
  - **Incentives:** \$21,589,285 have been spent
  - **Number of projects:** 1,228 applications completed
  - **Energy savings:** 192,618 MMBtu (annual); 2,889,273 MMBtu (lifetime)
- **2025 program updates:**
  - Launch of Small Affordable Multifamily Energy Study – a FlexTech opportunity focused on small multifamily buildings up to 50,000 square feet
  - Launch of Upstate Public Housing Authority Pathway to provide energy master plan and energy studies for upstate public housing authorities
- **External partner program coordination**
  - Encouraging FlexTech recipients to pursue AMEEP
  - Highlighting cost share available for energy audit portion of the IPNA

# Small Commercial

**Tim Curry,**  
Contractor, Technical Services,  
NYSERDA

# Small Commercial

- **Eligible participants**
  - Small commercial businesses (up to 100 full-time employee-equivalent)
  - Not-for-profit organizations
  - Facilities must be 50,000 sq. ft. or less
- **Customer Study Cost Contribution**

FTE Working in an Eligible Space/Facility	Cost-Share per Facility	
	Small Commercial	Not-For-Profit
10 FTE or less	\$100	\$100
Over 10 FTE and 50 FTE or less	\$250	\$250
Over 50 FTE and 100 FTE or less	\$500	\$500
Over 100 FTE	n/a	\$500

# Small Commercial – Participation

- From April 2019 to October 2025, the program has received over 1,000 applications, totaling just over \$4 million in spending
- Most participants have come from religious institutions, libraries, museums and various small business types
- On average, we have delivered around 140 reports per year since 2019

Sector Type	Total Projects
Small commercial/Nonprofits	414
Religious	386
Retail	61
Hospitality	44
Healthcare	42
Office	42
Education (Elem/Secondary)	36
Restaurant	30
Education (College/University)	3

Electric Utility Provider	Total Projects
National Grid	308
NYSEG	308
Con Ed	200
Central Hudson	99
RG&E	55
O&R	45
Municipal	29
PSEG/LI	24
NYPA	2

# GJGNY Residential Fund

**Heather Clark,**

Associate Director, Financing Solutions,  
NYSERDA

# GJGNY Residential Loan Fund

- Pursuant to **Title 9-A of New York State Public Authorities Law Section 1890**, the GJGNY Act authorizes NYSERDA to establish a revolving loan fund to finance the cost of approved qualified energy efficiency services for residential, multifamily, and nonresidential structures
  - All loans must have **energy audit/assessment**
  - Legislation requires **cost effectiveness** criteria:
    - Prequalified measures at least 85% of total amount; or
    - Savings-investment ratio of 80%; Loans; \$13,000+ must meet 15-year simple payback
  - Loans available to customers if **contractor is approved** through NYSERDA or utilities
- **Unsecured** loans; min \$1,500, max \$25,000
- Terms 5-15 years, **not exceeding the expected useful life** of measures with no prepayment penalty

# GJGNY Revolving Loan Fund

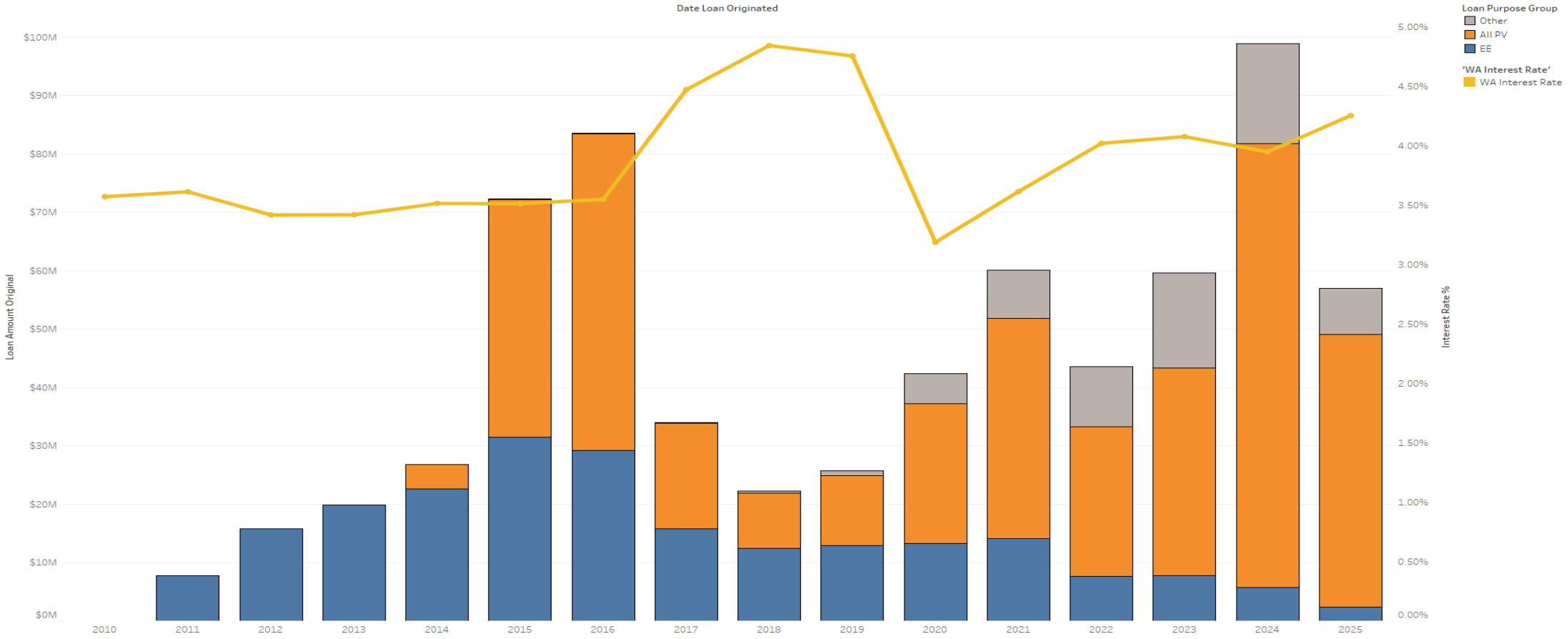
<b>Revolving Loan Fund (as of 6/2025)*</b>	<b>Funding Allocation</b>	<b>Expended</b>	<b>Committed</b>	<b>Balance</b>
One-to-Four-Family Residential	\$277,931,872	\$265,871,809	\$2,243,558	\$9,816,505
Multifamily	\$557,738	\$148,439	\$0	\$409,299
Small Commercial and Not-for-Profit	\$1,977,386	\$759,039	\$17,256	\$1,201,091
<b>Revolving Loan Fund Total</b>	<b>\$280,466,996</b>	<b>\$266,779,287</b>	<b>\$2,260,814</b>	<b>\$11,426,895</b>

*\*Source: GJGNY Annual Report, October 2025.*

# GJGNY Residential Loans Issued by Type



# GJGNY Dollar Value of Loans Issued by Year





# Opportunities for Improvement

- **On-Bill Recovery (OBR) Loans transferability**
- **Removing requirement of 15-year payback**
- **Increase maximum loan amount**

# GJGNY Loan Fund Changes in 2024

- Bridge Loans are no longer available
- Changes to eligibility for lower interest rates
- Recalibration of interest rates

Previous		Current	
<=120% AMI	3.49% - 3.99%	DAC/<=80% AMI	4.0% - 4.5%
>120% AMI	6.99% - 7.49%	>80% AMI	8.0% - 8.5%

# Workforce Development Updates

**Adele Ferranti,**

Director, Workforce Development and Training,  
NYSERDA

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

# Workforce Development

- NYSERDA training programs will benefit more than 40,000 New Yorkers by the end of 2025. To date, nearly 38,700 have been trained or are being trained.

Program	Metrics
PON 3981 Energy Efficiency & Clean Technology Training; new and existing workers	17,672 trained or to be trained
PON 5347 Building Operations & Maintenance Training	7,380 to be trained
PON 3982 On-the-Job Training	1,626 hired/trained
PON 4000 Internships	1,324 hired/supported
Other (Heat Pumps, OSW, National Grid/Grid for Good etc.)	10,656 trained

# Workforce Development and Training Programs

- In May 2025, the NYS Public Service Commission authorized \$83 million in funding for NYSERDA's Workforce Development and Training Programs under its Energy Efficiency and Building Electrification (EE/BE) Orders.
- NYSERDA proposed to direct 2026-2030 EE/BE ratepayer funds toward three (3) primary workforce development activities across both LMI and non-LMI portfolios.



Clean Energy Career Pathways  
Training



Targeted Skills Training &  
Upskilling



"Earn as Your Learn" Wage  
Reimbursement & Retention  
Incentives

# New Initiatives – Career Awareness\*

- **Clean Energy Teaching Resources:** Web-based platform will be developed that contains freely accessible clean energy educational resources that are responsive to the needs of New York State (NYS) students and teachers.
- **Clean Energy Educator Training:** Professional development opportunities for NYS educators to advance their understanding of clean energy in NYS communities
- **Clean Energy Career Exploration:** Funding to support initiatives that are clean energy focused and/or integrate a clean energy component. Initiatives for youth include:
  - Summer programming
  - Work-based programming
  - Experiential programming

Builds on recent projects including a Roadtrip Nation Career Awareness Documentary, a pilot Educator Training Program, and development of “Energize Your Future” Career Exploration Resources

\* Focused on Disadvantaged Communities. Targeting 2,000 NYS educators and 10,000 NYS youth.

# Workforce Development

- NYSERDA is helping expand New York's clean energy workforce equitably and in communities across the state.
  - With more than \$180 million in funding dedicated to clean energy workforce development, NYSERDA serves numerous audiences, with a focus on disadvantaged communities.

## **Who We Help:**

- Businesses and employers
- Jobseekers and students
- Schools, training providers, and community partners
- Building owners and property managers

## **How We Help:**

- Funding to train and upskill current employees
- Funding to hire and train new employees
- Support for internships, apprenticeships, and fellowships
- Promoting awareness and interest in clean energy trades
- Career pathways for experienced workers transitioning to the clean energy sector

*\*NYSERDA can help New Yorkers find their career in the State's growing clean energy economy*

# Community-based Outreach

**Anzala Alozie,**  
Director, Energy and Climate Equity,  
NYSERDA

# Community-based Outreach

- **Energy Equity Collaborative:**

- 13- member steering committee providing NYSERDA with recommendations to improve disadvantaged communities access to clean energy.
- Over 20 Community Based Organizations participate in four working groups with community-identified action plans: engagement & access, housing & building efficiency and electrification, workforce development & economic opportunities, energy transition.
- Provided input on over a dozen NYSERDA and other agency programs & policy initiatives to improve access and benefits for disadvantaged communities.
- Participating organizations have contracts with NYSERDA and are compensated for their time and expertise.

# Regional Clean Energy Hubs

- Regional Clean Energy Hubs were the result of an extensive co-design process in 2019
  - Included 30 organizations from around NYS
- Regional Clean Energy Hubs Initiative (Hubs) launched in Fall/Winter of 2022
- \$61 million allocated over 4 years to establish Hubs in each economic development region.
- Delivered through CBOs and non-profit organizations with demonstrated reach in disadvantaged communities; 12 hubs in total (3 in NYC)
  - Hubs are a team of trusted, knowledgeable, community-based organizations in and from the region they serve.
  - Hubs have experience with clean energy, energy efficiency, workforce and economic development, education, health, and housing.
- Funded through Clean Energy Fund and Regional Greenhouse Gas Initiative

# Regional Clean Energy Hub: Scope of Work

- **Foundational Program Development:** Executing Subcontractor Agreements, Developing Hubs Operational Processes, Hiring and Training Staff.
- **Project Coordination:** Provide program and loan application assistance, work with partner organizations to refer customers and coordinate NYSERDA -funded projects with other local, state, or federal programs and resources.
- **Outreach and Awareness:** Conduct outreach focused on disadvantaged communities, to provide access to available programs and resources, with the goal of increasing participation within programs and access resources.

# Evaluation

**Victoria Engel-Fowles**

Director, Market Characterization and Evaluation,  
NYSERDA

# Evaluations Underway: Single Family Residential

- **Residential Audit & Rating MAR Assessment**

- Measure Adoption Rate (MAR) quantifies the percentage of measures recommended that are installed in homes.
- Evaluate reported energy impacts - kWh and MMBtu.
- Attitudinal survey of participants.
- Program years evaluated: 2019-2023; Phase 2 results anticipated by Q4 2025.

- **EmPower + and Comfort Home Impact Assessments**

- Evaluate reported energy impacts.
- Surveys of participants and contractors.
- **Program years evaluated:**
  - EmPower+ (including AHP): Q2 2022- Q1 2023; Results anticipated by Q1 2026.
  - Comfort Home: 2020 - Q1 2023; Results anticipated by Q1 2026.

# Evaluations Underway: Multifamily Residential

- **Multifamily Performance Program Impact Evaluation**
  - Review of savings in DAC areas.
  - Program years evaluated
    - Phase 1: Q2 2018 – 2022; Results anticipated Q4 2025.
- **FlexTech Impact Evaluation**
  - Evaluate MAR and verify reported energy impacts.
  - Program years evaluated: 2017 – 2023; Results anticipated by Q1 2026.
- **Direct Injection Market Effects Evaluation**
  - Mapping pathways of influence, logic model development and establishing the direct and indirect savings pathways
  - Launched Q4 2025; Results anticipated Q1 2026

# Evaluations Underway: Workforce Development

- **PON 3715 Building Owner & Manager (BOM) Worker Training**
  - Direct and indirect impact evaluation for the BOM initiative.
  - Phased approach to evaluation
    - Phases 1 and 2: Retrospective market and impact evaluation complete.
      - Workforce Development BOM Retrospective Impact Evaluation Report<sup>1</sup>
    - Phase 3: Real-time impact evaluation for program years 2022-2025
      - Results anticipated Q2 2026

<sup>1</sup><https://www.nyserda.ny.gov/-/media/Project/Nyserda/Files/Publications/PPSER/Program-Evaluation/Matter-N01602180NYSERDAWorkforceDevBuilding-Operations--Maintenance-Impact-Eval-Report-June-2025.pdf>

# Evaluations Completed

- **Characterization Assessment: Single-Family Low-to-Moderate Income with Delivered Fuels Heat Pump Demonstration Pilot\***
  - Combined Empower weatherization and NYS Clean Heat for customers on delivered fuels
    - Small sample: Pilot projects (413)
  - Research sought to validate modeled savings, assess customer and trade ally satisfaction, and identify opportunities to improve program design
  - Complex to evaluate: Several factors contribute to uncertain site-level impacts, because eligible measures both increase and decrease electricity consumption.
    - Completed electric billing analysis of 210 projects and delivered fuels analysis of 30 projects

*\*Single-Family [Residential] Low-to-Moderate Income with Delivered Fuels Heat Pump Demonstration Pilot ("SF LMI with DF Heat Pump Characterization Assessment, "SF LMI HP w DF", or "SF LMI HP w DF Demo"*

# Evaluation

- **Common Metrics Framework**
  - Metrics “established based on the stages of innovation/market adoption, considering both the consumer and the provider, and identifying key indicators of success along the full continuum of adoption from the innovators and early adopters to the late majority.”
- **Evaluation Services RFP 6010**

# Key Takeaways

# Key Takeaways

- **GJGNY has evolved to align with NY's broader energy, equity, and affordability priorities**
  - Finalization of SEP will guide how GJGNY will continue to evolve to meet the needs of New Yorkers
- **EmPower+ completed over 30,000 projects in 2024 and is on track to do the same in 2025**
  - Over 1,960 assessments in 2024 and is on track to complete more than 2,000 assessments in 2025
- **The MF performance program has served 37k dwelling units and provided \$14M in incentives**
  - LCP and Flextech programs continue to support MF buildings aiming to decarbonize
- **Since 2009, the GJGNY Residential Fund has served over 60,000 households across NYS**
  - Changes to interest rates and eligibility are meant to further increase affordability
- **\$180M dedicated to workforce development, with a focus on disadvantaged communities**
  - NYSERDA proposed to direct funds toward Career Pathways training, Targeted Skills Training & Upskilling, and “Earn as You Learn” Wage Reimbursement & Retention Incentives

# Key Takeaways

- **\$61 million allocated over 4 years to establish Regional Clean Energy Hubs in each economic development region**
  - Delivered through CBOs and organizations with demonstrated reach in disadvantaged communities
- **Evaluations underway for SF, MF and Workforce Development**
  - Characterization assessment for Single-Family Low-to-Moderate Income with Delivered Fuels Heat Pump Demonstration Pilot has been completed

# Discussion and Q/A

# Wrap-Up

- **GJGNY Reporting Updates**

- 2025 GJGNY Annual Report (July 1, 2024, through June 30, 2025) is available on NYSERDA's website:

- <https://www.nyserda.ny.gov/-/media/Project/Nyserda/Files/EDPPP/GJGNY/Annual-Report-GJGNY/2025-GJGNY-Annual-Report.pdf>

- **For any GJGNY-related questions, comments, or feedback, please reach out to:**

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# Thank you!

