

# Successfully hiring new employees with support from NYSERDA

## Case Study

### Company Names:

EME Consulting Engineering and Architectural Group

Kinetics Communities Consulting

True Building Performance

### Locations:

New York, NY

Albany, NY

### Training Category:

On-the-Job Training for Energy Efficiency and Clean Technology Program

### Average Incentive Per Worker:

\$10,700

## Overview

NYSERDA's On-the-Job Training (OJT) program is designed to help energy efficiency and clean technology businesses find skilled job candidates, provide training to help new employees reach productivity more quickly, and reduce the financial burdens of hiring and onboarding.

Adapting to changes in staffing needs, EME Consulting Engineering and Architectural Group (EME), Kinetic Communities Consulting, and True Building Performance have been successful hiring new employees with the support of the OJT program.

## Building a Skilled Workforce

**True Building Performance** installs residential insulation and provides energy audit services around the New York Capital Region. Paul Mendel, owner of True Building Performance, said that the OJT program has helped his organization hire individuals with non-traditional backgrounds, bringing on more diverse candidates than their standard recruiting processes, which has proven useful in a challenging hiring environment.

One new hire, Richard Rodriguez, is an energy auditor with True Building Performance. He worked in the automotive industry and hadn't previously considered a career in energy efficiency. By participating in the OJT program, where his training consisted of a mix of online classes and hands-on mentoring, Richard gained the skills needed to be successful in his new role and became aware of opportunity in the field. Richard would recommend the OJT program to others interested in exploring clean energy careers.

*True Building Performance has hired seven new employees through the OJT program to date, including energy auditors and weatherization technicians, totaling \$46,700 in NYSERDA funding.*



“As someone new to this field, the OJT program supported my training in building skills that connected my existing knowledge of infrastructure to opportunities in the energy sector. Becoming certified as a Multifamily Building Analyst was a big step in this direction, and I am excited to use these skills to engage in more energy equity work.”

— Angel Chen, Sustainability Consultant from Kinetic Communities Consulting.

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**EME Consulting and Engineering Group (EME)** provides professional engineering, architectural, and sustainability services with specific expertise in the healthcare, education, commercial, and multifamily sectors. The company helps clients develop carbon reduction strategies that address climate change goals, energy costs, and infrastructure needs in the built environment.

EME’s services require a trained and experienced staff with a wide range of professional and technical skills, including engineering, architecture, and sustainability. These specific skills, while touched upon in some academic programs, require the kind of on-the-job training that this program supports. With the assistance of the OJT program, EME was able to hire entry-level professionals and provide necessary in-house training to get new employees fully engaged and contributing to projects.

EME also used help of their New York State Department of Labor Business Service representative, provided through the OJT Program, to recruit a new engineer with a carpentry background, which has brought a valuable perspective to their energy analysis projects.

**EME has hired 16 new workers through the OJT program and has been awarded \$145,000 in NYSERDA incentives.**

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**Kinetic Communities Consulting** is a Minority/Women-Owned Business Enterprise and Benefit Corporation that works with energy and affordable housing industry partners to connect, educate, and simplify energy efficiency opportunities for underrepresented communities. Its mission is to help New Yorkers save money, feel safe, and live in cleaner environments.

Kinetic Communities Consulting hired Angel Chen as a sustainability consultant through the OJT program. Prior to joining the team, Angel studied and worked in a variety of fields related to the energy sector but did not have the opportunity to become directly involved in the industry until now. She leaned into this new role and became certified as a Multifamily Building Analyst through the Building Performance Institute (BPI). Angel plans to grow into a leadership role within the energy sector and was accepted as a fellow for the 2022 Environmental Leadership Program (ELP) to support her professional development goals.

**Kinetic Communities Consulting has hired eight new workers through the OJT program and has been awarded \$140,000 in funding.**

## Learn more about clean energy workforce development opportunities with NYSERDA

Visit: [nyserdera.ny.gov/wfd](https://nyserdera.ny.gov/wfd)

Email: [wfinfo@nyserdera.ny.gov](mailto:wfinfo@nyserdera.ny.gov) for information

