



## On-the-job training program is a win-win solution for employer and employee



Joe Adeigbo. Credit: The Radiant Store

Joe Adeigbo's story is one of perseverance, hard work, and, ultimately, reward. Joe was hired by Terry Moag, owner of The Radiant Store, in 2011 at a time in his life when he didn't have a vision for this career or for his future. He was working in a dead-end job and couldn't afford tuition to pursue a degree.

Terry's solar thermal (hot water) business in North Greenbush was growing. He knew he needed to hire new workers, and wanted to hire from his local community. He learned of NYSERDA's Program that allows businesses to connect with qualified workers through the New York State Department of Labor Career Centers and provides funding to support six months of hands-on training for new employees to learn necessary career skills.

### Meeting two needs

NYSERDA's program fosters business development because companies are better able to hire and train workers and those workers are better equipped with valuable expertise that can help them to develop a strong career pathway in clean energy. Through the program, eligible businesses can apply for funds to support 50 percent of the new hire's salary.

Terry submitted applications to hire and train two rounds of new workers. As a contractor in good standing with NYSERDA, The Radiant Store was awarded a total of \$50,000. Joe was part of the first round of workers who were previously making minimum wage in low-skill jobs. He was motivated to learn a new skill and enthusiastic

"I've had the opportunity to develop a career. I am now training others and helping to grow a successful business."

— Joe Adeigbo, Supervisor and  
Installer of Solar Thermal Systems,  
The Radiant Store



Credit: The Radiant Store

to engage in a job that would help him to build a career and a future. Joe's drive and willingness to learn how to install solar thermal technology in a hands-on environment quickly made him an asset to The Radiant Store. Joe has been promoted from an installer to a supervisor and has trained six additional entry-level hires under the program.

### Success story

Joe recently led a team of three installers at Welcome Stock Farms in Gansevoort, NY. The team installed 20 solar thermal collectors that will serve to heat the more than 500 gallons of hot water used each day to clean dairy equipment. He has been the lead installer on more than 50 dairy farm solar thermal water installations and continues to bring in new customers across New York State. In addition, over the past three years, Joe was able to purchase his own home and return to school to complete his degree.

Terry attests to the fact that spending time and resources for training is well worth it because well-trained workers mean higher quality installations. The Radiant Store, which now employs 12 people, has exceeded \$10 million in revenue over the past eight years. He adds "the environmental benefits of energy efficiency coupled with improving the standard of living for people is a win-win situation."

### Get started

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