



NYSERDA

From on-the-job trainee to certified heat pump technician

Case Study

Company Name:
Bonded Energy Solutions

Location:
Oyster Bay, NY

New Hires:
5

Total NYSERDA Incentives:
\$61,000

Business and Hiring Needs

Bonded Energy Solutions is a full-service HVAC company based in Nassau County. The company provides mechanical and electrical training for its workers and offers guidance in personal finance and life skills. Among its services, the company provides heat pump installations in multifamily buildings in the New York City area. The complexity of this type of project requires skilled on-site workers. According to Jerritt Gluck, founder and CEO at Bonded Energy Solutions, NYSERDA's On-the-Job Training program enables his company to hire and train people who otherwise might be passed over due to lack of skills or certifications. Jerritt reported that they have successfully coupled training with an incentive system for employee growth.

“Demonstrating leadership and knowledge growth leads to more money. Workers who take pride in their accomplishments shine by example with their coworkers.”

— Jerritt Gluck, Bonded Energy Solutions.

Employee Story

With support from NYSERDA's On-the-Job Training Program, Bonded Energy Solutions hired Gilberto (Gil) Guadalupe, a native of Puerto Rico who now lives in the Bronx, as an HVAC Technician and Installer. Despite navigating challenges experienced during the COVID-19 pandemic, the company was able to welcome Gil and values him as a promising new employee. Jerritt worked with Gil to successfully complete his on-the-job training period and continue his employment.



Gilberto (Gil) Guadalupe



Employee Gil Guadalupe installing a heat pump.

During the six-month on-the-job training period, Bonded Energy Solutions provided Gil with regular hands-on training on heat pump system design, thermostats and controls, and combustion safety. Additionally, Gil participated in NYSERDA's Building Electrification webinar series and studied for both the BPI Heating Professional Air Conditioning and Heat Pump Professional Certificate, as well as the EPA 608 Technician Certificate. A mentoring experience helped Gil attain necessary proficiency in several training areas such as troubleshooting HVAC equipment, installing heat pumps, using refrigerant gauges, and using a digital multimeter.

Gil says that he loves working at Bonded Energy Solutions because he learns something new every day!

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