



New York City solar company hires new skilled employees

Case Study

Company Name:
Sologistics

Location:
New York, NY

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

Incentive Per Worker:
\$10,240

Overview

NYSERDA's On-the-Job Training (OJT) Program (PON 3982) helps clean energy businesses like Sologistics find skilled job candidates and reduces the financial burden of onboarding and training new employees.

About Sologistics

Sologistics, a solar permitting and design company in New York City, serves both the commercial and residential solar photovoltaic markets, assisting with permit and utility applications as well as design and engineer stamping services. The company has contributed to the installation of photovoltaic systems that when combined generate more than 12.5 megawatts of solar energy.

On-the-Job Training Program is a Win-Win Situation for Both Employers and Employees

The OJT program fosters business development and allows companies to hire and train workers who are then better equipped with valuable expertise that will help them develop a strong career pathway in the clean energy field.

As part of the OJT program, Sologistics hired Kiana Michaan as a project coordinator. Kiana's passion for climate justice led her to pursue a career in renewable energy. Kiana first met Sologistics CEO, Faye Lawrence at a solar energy conference and was impressed by Faye's passion, expertise, and professionalism, which inspired her interest in working for the company.

As a certified Minority- and Women-Owned Business Enterprise, Sologistics received funding for 75 percent of Kiana's wages for the on-the-job training period. This allowed Sologistics to bring on and train a new employee when they might have otherwise opted not to take on the financial obligation associated with new staff members.



“I was provided with a training plan, received one-on-one training and frequent check-ins to identify new opportunities for development.”

— Kiana Michaan,
Project Coordinator, Sologistics

Success Story

During her tenure with Sologistics, Kiana received training for her position as a project coordinator. She learned how to use the filing process for New York City’s Department of Buildings permit applications and utility interconnection applications for Consolidated Edison and the Public Service Enterprise Group (PSEG). She also learned about fire building codes as they relate to solar design. Additional training included review of photographs to verify accuracy according to approved plans to ensure the installations are able to pass inspections prior to project closeout. Now fully up and running in her position, Kiana oversees thousands of commercial and residential solar projects and communicates directly with clients and citywide agencies. Kiana noted, “Being a part of a diverse, women-led team of knowledgeable solar professionals and having the opportunity to all learn from each other is an absolute pleasure.”

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