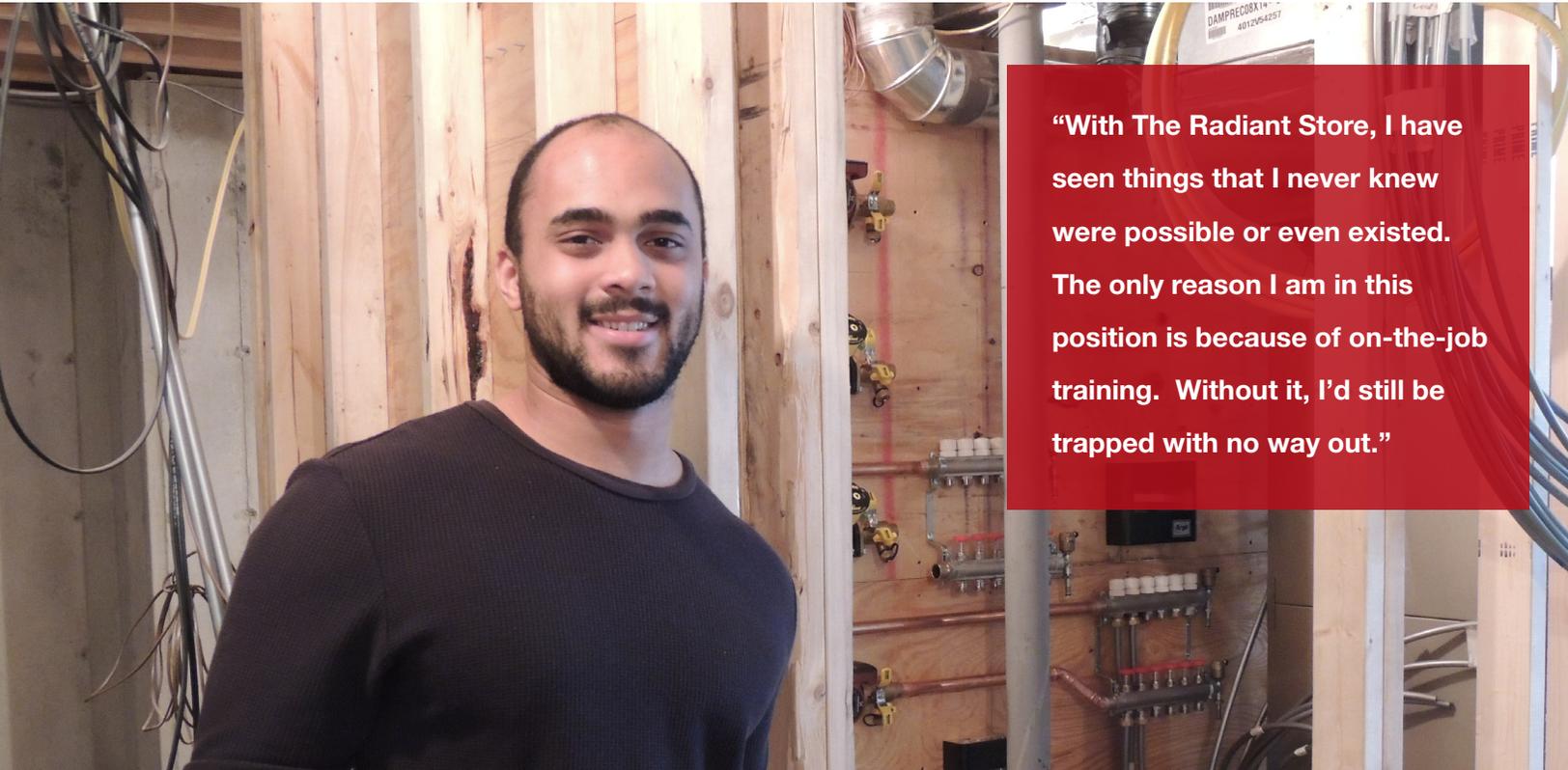


# Partnerships provide a real win-win solution for employer and employee

**Joe Adeigbo**  
Technician  
The Radiant Store



**“With The Radiant Store, I have seen things that I never knew were possible or even existed. The only reason I am in this position is because of on-the-job training. Without it, I’d still be trapped with no way out.”**

Working a low paying job without any foreseeable opportunity for advancement, Joe Adeigbo felt stifled in his career. He knew he needed to further his education in order to find work that was more rewarding, both financially and personally. During his search for training opportunities, he realized college or trade school tuition would not be affordable.

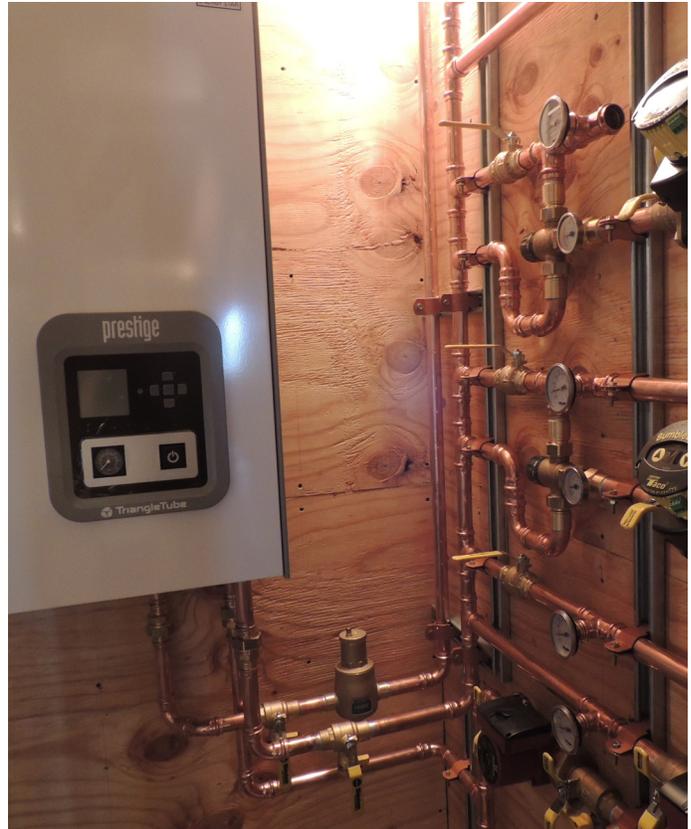
Close by in North Greenbush, Terry Moag, the owner of a solar thermal company called The Radiant Store was searching for ways to meet the needs of his growing business while providing employment opportunities to residents in his community. Terry learned of NYSERDA’s On-the-Job Training Incentive Program (Program Opportunity Notice 2033). NYSERDA’s program allows businesses to connect with qualified workers through the New York State Department of Labor One-Stop Career Centers and provides funding to support six months of hands-on training for new employees to learn necessary career skills. The on-the-job training program fosters business development because companies are better able to hire and train workers and those employees are better equipped with valuable expertise that can help them to develop a strong career pathway in clean energy.

1-866-NYSERDA



Through the program, eligible businesses can apply for funds to support 50 percent of the new hire's salary, as well as funding for off-site training as needed. Terry submitted an application and, as a contractor in good standing with NYSERDA, The Radiant Store was awarded \$25,000 in incentives.

Joe's persistent search to advance his education and Terry's motivation to achieve his business goals brought the two men together. Terry introduced Joe to the company's on-the-job solar thermal training program, which provided Joe with an opportunity to rapidly learn new skills and gain job-related experience, making him an asset to the company. Terry attests to the fact that well-trained workers mean higher quality installations; spending time and resources for training is well worth it. The Radiant Store, which now employs ten people, was awarded NYSERDA's Outstanding Achievement Award in 2012 and has exceeded \$7 million in revenues over the last five years.



Thanks to on-the-job training, Joe has a bright future ahead of him. He is now making \$25 an hour as a full-time employee at The Radiant Store and is planning to purchase his own home in the near future. A hard worker, Joe is using his new skills, something he would have never previously had the opportunity to do.

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**ARE YOU READY FOR TRAINING IN ENERGY EFFICIENCY OR RENEWABLE ENERGY?** Call **1-866-NYSERDA** or visit [nyserdera.ny.gov/workforce](http://nyserdera.ny.gov/workforce) today and take the first step toward making a positive change for our economy, our environment and our world.

Photos courtesy of The Radiant Store

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