



NYSERDA Workforce Development & Training Programs

CLIMATE JUSTICE FELLOWSHIP PON 4772



NYSERDA

Introduction

NYSERDA's Workforce Development and Training Programs:

NYSERDA's programs are preparing the current and future workforce to meet the demands of clean energy jobs and help New York State reach its energy goals. With a commitment of more than \$120 million through 2025, NYSERDA works with partners to change the landscape of New York's clean energy industry through workforce development and training.

Programs aim to eliminate barriers of marginalized communities in furtherance of the climate equity and just transition goals of the Climate Leadership and Community Protection Act (CLCPA).

Current Funding Opportunities

Hiring Support

PON 3982

On-the-Job Training for Energy Efficiency & Clean Technology

PON 4000

New York State Clean Energy Internship Program

PON 4772

Climate Justice Fellowship Program

Capacity Building

PON 3981

Energy Efficiency & Clean Technology Training

PON 4595

Offshore Wind Training Institute – Workforce Training and Skills Development

PON 3715

Building Operations & Maintenance (O&M) Training

Climate Justice Fellowship

PON 4772 • 6 Million in Funding • 150 Fellows • 3 Years

NYSERDA is seeking applications to fund and provide professional development training/mentoring for year-long, full-time fellowships, for individuals from priority populations, to work within organizations and businesses that advance climate justice and clean energy priorities for disadvantaged communities.

PON 4772 – Climate Justice Fellowship

NYSERDA's Climate Justice Fellowship Program Overview

- > Fund approximately 150 fellowships over 3 years
- > Target individuals from priority populations
- > Fellows can work with community-based organizations, universities, municipalities, climate tech innovators/start-ups, venture development organizations and clean energy businesses to **advance climate justice and clean energy priorities for disadvantaged communities**, including assisting with community engagement activities (e.g., plan, policy, or project) or clean energy project development and implementation
- > NYSERDA is working with Columbia Technology Ventures to offer professional development opportunities. Activities include Peer Groups, Climate Leadership Certificate Course, Skills Labs, access to Climate Leadership Network digital community platform, and mentorship for all Fellows. Services will be provided at no cost to the Fellow or host employer.
- > NREL is planning to provide additional specialized training opportunities for fellows.

PON 4772 – Climate Justice Fellowship

Funding

- > **\$6 million** available for approximately 150 fellowships over 3 years
- > **\$40k per fellow**, with an estimated \$37k toward annual salary, and \$3k for training/professional development and/or wrap-around services.
- > Host employers are required to provide the Fellow with **comprehensive employee health benefits** (i.e., medical, dental and vision) at reasonable or no cost to the Fellow. The Fellow may deny health benefits if already covered under an existing policy.

PON 4772 – Climate Justice Fellowship

To Be Eligible for Funding, the Proposed Fellowship Plan Must:

- > Advance climate justice and clean energy priorities for disadvantaged communities and fall within the eligible project range.
- > Describe at a high level the final deliverable or capstone project the Fellow will produce upon completion of the program
- > Match Fellows with senior internal mentors – In the first few months of the fellowship, the Fellow should work with supervisors to identify a more senior professional within the host organization who can provide additional internal guidance and development.
- > Assist the Fellow in securing the proper training/professional development and wrap-around services (e.g., public transportation), enabling their ability to fully engage in the program
- > Be a full-time (min. 35 to 40 hours per week for 12 consecutive months) fellowship

PON 4772 – Climate Justice Fellowship

Potential Fellowship Activities

- > Technical sales, design, installation, inspection, etc. of clean technologies and systems
- > Developing energy efficiency education and resources for community members through a series of workshops, tabling events, and media
- > Analyzing specific clean energy curriculum for implicit bias and exploration of avenues to incorporate community voice in curriculum and programs
- > Developing and/or implementing strength-based community climate change/resilience planning strategies, policies, and projects
- > Facilitating partnership building and supporting clean energy start-ups' use of technology to address disadvantaged communities

PON 4772 – Climate Justice Fellowship

Disadvantaged Communities and Priority Populations

- > Eligible Fellow Candidates must be from a **Priority Population** and must be working on projects to advance energy solutions and climate justice in **Disadvantaged Communities** as defined on NYSERDA's Clean Energy Workforce Development “**Definitions**” page

- > Interim criteria for Disadvantaged Communities includes communities:
 - Located within DEC Potential Environmental Justice Areas
 - Located within NYS Opportunity Zones
 - With households with annual incomes at or below 50% of the area median income

- > Currently, Priority Populations include individuals from any of the following categories:
 - Veterans
 - Individuals with disabilities
 - Low-income individuals
 - Incumbent or unemployed fossil fuel workers
 - Previously incarcerated individuals
 - 16- to 24-year-olds who are enrolled in or have completed a comprehensive work preparedness training
 - Homeless individuals
 - Single parents

PON 4772 – Climate Justice Fellowship

Ideal Fellow Candidates are:

- > Committed to the values of **diversity, equity, and inclusion** within the environmental and social change fields
- > Willing to actively contribute to the Fellowship and take advantage of its benefits including eagerness to connect with and learn from others
- > Active in and give back to their community

Host Employers:

- > The host employer's intention in participating is for the newly hired fellow to remain employed with the employer upon completion of the fellowship program.
- > No existing worker shall be displaced by the fellow, including a partial displacement such as a reduction in hours, wages, or employment benefits.
- > The host employer will comply with New York State labor law and federal law for the protection of employees.

PON 4772 – Climate Justice Fellowship

Eligible Host Employers must:

- > Be a community-based organization, university, municipality, climate tech innovator/start-up, venture development organization, etc.
- > Commit to hiring and providing professional development training/mentoring for a year-long, full-time fellowship, to an individual from a priority population, advancing climate justice and clean energy priorities for disadvantaged communities.
- > Have at least **one physical business address in NYS** where the fellowship will be executed and the legal authority to hire employees and conduct business in NYS.
- > Have **at least two or more full-time employees** or the equivalent of two full-time employees, with noted exceptions for MWBEs and SDVOBs and startups actively or recently participating in NYSERDA Tech to Market programs.
- > Attest to **compliance** with all applicable **labor laws**, and not have failed to file any applicable local, state or federal tax returns, nor failed to pay New York State Unemployment Insurance.

PON 4772 – Climate Justice Fellowship

Eligible Fellow Candidates must:

- > Currently **reside in NYS** and can work in NYS full-time for 12-months
- > Commit to the goal of assisting the employer in advancing climate justice and clean energy priorities for disadvantaged communities.
- > Currently be from a **Priority Population** as defined on NYSERDA's Clean Energy Workforce Development "Definitions" page.
- > Be a **new hire**, not a previous or furloughed employee, contractor, or intern (with exceptions for NYSERDA interns)
- > **Not be a relative** of business owners, principals, employees or hiring managers.
- > Fellowships are **not** intended for individuals enrolled in school or coursework, however part-time coursework or schooling that does not exceed 6 credit hours or 6 to 8 hours per week may be allowed and will be considered on a case-by-case basis, depending on the nature and hours of the full-time Fellowship and schooling or courses.

PON 4772 – Climate Justice Fellowship

Applications accepted on a rolling basis
through
December 29, 2023 at 3pm ET

Application Process

- > Host employers should use the “Apply Online” link on the funding page. Based on the information provided, NYSERDA will determine if the organization is eligible for the program. Link is also included below.
https://portal.nyserda.ny.gov/CORE_CONAPP_Program_Page?programFamily=Workforce%20Development&programName=Workforce%20Development%20and%20Training
- > This application is also used for the PON 4000: Clean Energy Internship Program and the PON 3982: On-the-Job Training Program. Businesses may be verified as eligible to participate in one or more programs through this application process.
- > NYSERDA notifies businesses via email whether or not they are verified as eligible to participate.
- > If verified as eligible to participate, the business is granted access to a directory of fellowship candidates or can select their own fellow, who then completes the directory application to submit their information. Fellows can use the “Join Directory” link on the program page to submit their application. Link is also included below.
https://portal.nyserda.ny.gov/WFD_APPINTAKE_Fellow_Initiation_Page
- > Once a fellow is identified, the host employer submits a fellowship application for review and approval via email to the designated contacts for this PON. The fellowship application is included as an attachment to the PON for reference and should only be submitted once the business and the fellow have been confirmed eligible.



Climate Justice Fellowships – Round 1

- Empower Equity
- City of Albany, Office of Sustainability
- Comrie Enterprises
- Radix Ecological Sustainability
- Rochester People’s Climate Coalition
- Soulful Synergy
- Sustainable Westchester
- We are the New Farmers



**WE ARE
THE NEW
FARMERS**

**NYSERDA Funding:
\$40,000**

Case Study: Dollaride - Fellow: Rayna Sealy

Dollaride helps organizations plan, launch, and manage their own commuter transit services, including long-term and short-term routes.

Over 600,000 New Yorkers in Queens and Brooklyn alone live in transit deserts, neighborhoods with severely limited access to public transit options. However, these neighborhoods are vast and represent a wide variety of demographics, travel patterns, socioeconomic levels, single-occupancy vehicle usage, and political environments. Dollaride must be deliberate when determining where and how to expand.

The fellowship addresses this issue by focusing on developing a digital marketing system within Dollaride that can verify if there is high enough demand for a transit service prior to expansion. This effort would de-risk Dollaride's launch in new neighborhoods and identify communities that are most likely to benefit from and adopt a new transit service.

PON 4000: Clean Energy Internship Program



Eligible Employers:

- NYS businesses, non-profits, and municipalities that provide services in energy efficiency, renewable energy, alternative transportation, energy storage, grid modernization, and renewable fuels

Eligible Interns:

- NYS residents who are current college students and recent graduates
- Students and recent graduates of NYS colleges
- Members of priority populations/disadvantaged communities

Funding:

- Reimbursement is available on a sliding scale for hourly wages of up to \$17.00
 - 90% of intern wages covered for employers with 2-100 employees.
 - 75% of intern wages covered for employers with 101+ employees.

Over 1,500 interns hired to date

PON 4772: Climate Justice Fellowship Program



Eligible Applicants:

- Businesses: NYS CBOs, universities, municipalities, climate tech investors/start-ups, venture development organizations, clean energy businesses or firms dedicated to advancing climate justice and clean energy priorities in Disadvantaged Communities (DACs)
- Fellows: New hires who are NYS residents and currently part of a Priority Population

Funding:

150 Fellowships over 3 years

\$40K per Fellow

(incl. \$37K salary and \$3K in supportive services)

Rolling applications through December 29, 2023

PON 3982: On-the-Job Training Program



Eligible Employers:

- NYS businesses that provide services in HVAC, building performance, building automation, solar, lighting, smart grid, energy storage, electric vehicle charging stations, offshore wind, and other clean energy technologies

Funding:

- 50%-75% wage reimbursement for training period
 - 6 months for hires from a priority population/disadvantaged community
 - 4 months for all other hires

Features:

- NYS Dept. of Labor review, approval, and support for hiring

Over 1,200 individuals hired to date

Questions?

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