

Clean Energy Workforce Development

Overview



Workforce development and training are essential components of a growing clean energy economy and a cleaner, healthier New York.

NYSERDA's programs are preparing the current and future workforce to meet the demands of clean energy jobs.

With a commitment of more than \$120 million through 2025, NYSERDA will work with partners to change the landscape of New York's clean energy industry through workforce development and training.

Funding provides opportunities for activities as diverse as:

- Training building and operations staff to properly operate and maintain building systems
- Providing on-the-job training for new clean energy workers
- Supporting internships for students looking to gain hands-on skills at a clean energy company
- Enhancing curricula to meet the demands of clean energy employers
- Establishing a talent pipeline that can reduce the cost of hiring new workers

Funding is available under different workforce development and training opportunities:

Building Operations and Maintenance (PON 3715)

Building operations and maintenance employees are key to building managers and owners in reducing energy costs and carbon emissions. Improving the skills of these employees can significantly improve building efficiency and reduce operating costs, while contributing to the State's energy efficiency and emission reduction goals. This program is designed to help employers and building owners develop training projects that create the educational strategy, on-site training framework, and tools needed to advance the skills of building operations and maintenance workers and to prepare new workers beyond conventional classroom training.

Incentives and Funding: Proposals must be for buildings or groups of buildings, including partnerships between businesses with common training needs, with annual energy expenditures of \$1 million or more. NYSERDA will provide funding of up to 70% of the cost for eligible projects, with a cap of \$400,000 per application.

NYSERDA will give preference to projects that provide training and job placement services to priority populations and individuals from disadvantaged communities. For additional eligibility, funding, and incentive information, as well as a directory of free clean energy training resources, visit nyserderda.ny.gov/wfd or email wfinfo@nyserderda.ny.gov



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Career Pathway Training Partnerships (PON 4463)

Funding is provided for hands-on, entry-level training programs designed to develop a talent pipeline of new workers with the basic, technical, and advanced skills needed by employers to work in high-efficiency heating, ventilation, and air conditioning (HVAC) careers — specialized in heat pump technologies.

Incentives and Funding: Proposals seeking the maximum award amount of \$550,000 are required to train a minimum of 50-60 individuals with the goal of successfully placing 80% of enrollees in jobs, internships, or apprenticeships.

Energy Efficiency and Clean Technology Training (PON 3981)

Projects are intended to develop and deliver training, hands-on experience, and job placement assistance that meet requirements of a clean energy economy and advance the climate equity and just transition goals of the Climate Leadership and Community Protection Act. These initiatives ensure that new and existing workers have the skills that businesses need, while also reducing the risk and expense associated with recruiting, onboarding, training, and retaining workers. Projects will also assist workers by reducing employment barriers and creating pathways to quality jobs.

Incentives and Funding: It is anticipated that a portion of the funding will be reserved for training activities that support building electrification. NYSERDA will provide funding of up to 90% of the cost for eligible projects, with a cap of up to \$500,000 per application.

Internships (PON 4000)

NYSERDA is helping to prepare the next generation of clean energy workers by funding internships for students and recent graduates at New York State's clean energy companies through New York State Clean Energy Internships.

NYSERDA is providing funding to clean energy businesses interested in hiring interns to perform meaningful work in the clean energy sector. Both clean energy businesses and interns are encouraged to apply to participate in the program.

Incentives and Funding: Reimbursement is on a sliding scale depending on the size of the employer:

- 90% for employers with up to 100 employees
- 75% for employers with 101 or more employees

On-the-Job Training (PON 3982)

Eligible businesses will receive funding for on-the-job training to reduce the financial risk of hiring and training new workers. NYSERDA is working closely with the New York State Department of Labor to develop a workforce equipped to perform jobs in energy efficiency and clean technology, including providing workers with skills and credentials to design, manufacture, specify, sell/distribute, install, operate, maintain, repair, inspect, and train on clean energy technology and systems.

Incentives and Funding: A maximum of 75% wage reimbursement is provided to eligible businesses for four to six months of a new hire's training period. Higher funding is provided for Minority-Owned businesses, Women-Owned businesses, Service-Disabled Veteran-Owned businesses, businesses hiring heat pump installation workers, and businesses hiring members of priority populations/residents of disadvantaged communities.

Climate Justice Fellowship (PON 4772)

This program supports New York State's commitment to environmental and climate justice — ensuring an equitable clean energy transition for all New Yorkers, especially those disproportionately burdened by environmental health hazards who would benefit the most from clean energy. These fellowships offer unique opportunities for collaboration between individuals who want to develop clean energy career skills and forward-thinking entities who want to facilitate clean energy development and climate justice goals within the same communities.

NYSERDA will fund approximately 150 fellowships over the next 3 years and will work with State and federal agencies, non-profits, foundations, and other partners to leverage existing resources, wrap-around services, training and professional development opportunities to continue the acceleration of New York's climate justice efforts.

For additional eligibility, funding, and incentive information, as well as a directory of free clean energy training resources, and descriptions of example projects funded through NYSERDA Workforce Development and Training programs; visit nyserderda.ny.gov/wfd or email wfinfo@nyserderda.ny.gov.



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