

Clean Energy Workforce Development

Initiatives in Action



Participate in Workforce Development and Training to Support Disadvantaged Communities and Priority Populations.

Workforce development and training are essential for creating a thriving 21st century workforce and a cleaner, healthier New York. To help advance the clean energy workforce, the New York State Energy Research and Development Authority (NYSERDA) is partnering with training organizations, clean energy companies, stakeholders, and communities to support disadvantaged communities and priority populations across the State.

The Climate Leadership and Community Protection Act requires that State agencies, authorities, and entities ensure 40% of the benefits of spending on clean energy and energy efficiency programs are realized by disadvantaged communities, as per interim criteria identified for disadvantaged communities as defined by New York State.

Visit nyserdera.ny.gov/wf-definitions for definitions of priority populations and disadvantaged communities.

NYSERDA funding supports diverse activities such as:

- Training for building and operations staff to properly operate and maintain building systems
- Fellowships and on-the-job training for new clean energy workers
- Internships for students looking to gain hands-on skills at a clean energy company
- Pre-apprenticeships and apprenticeship programs and curriculum development to meet the needs of clean energy employers

NYSERDA Invests in Workforce Development and Training to Support Disadvantaged Communities and Priority Populations

New York State is committed to investing in disadvantaged communities, ensuring clean energy resources benefit all New Yorkers. NYSERDA offers several clean energy workforce development and training initiatives to prepare individuals from all backgrounds for good paying job opportunities in the clean energy economy and to help existing workers upgrade their skills.

Funding for workforce development and training for individuals from priority populations and disadvantaged communities is awarded through the Program Opportunity Notices (PON) listed on the following pages.

If you are interested in providing clean energy job training programs, your organization may be eligible to receive funding.

Learn more about clean energy workforce development opportunities.

visit:
nyserdera.ny.gov/wfd

email:
wfinfo@nyserdera.ny.gov

Download the workforce development [fact sheet](#).



NYSERDA

PON 3981: Energy Efficiency and Clean Technology Training

This program delivers Energy Efficiency and Clean Technology Training by combining rigorous, high-quality education for incumbent workers and career pathways for new workers. At least 80% of new workers trained must be placed in an internship, apprenticeship, or job within six months of completed training. Union groups, colleges, utility companies, trade associations, community-based organizations, and clean energy companies are just some of the partners who are creating curriculum and delivering training addressing specific energy-related and clean-technology skills gaps across the State. Proposals focusing exclusively on disadvantaged communities and/or priority populations receive higher consideration, as well as a reduced cost share requirement of 10%.

Training in Action

Green Collar Prep – Nontraditional Employment for Women (NEW) is developing a new training program to prepare women living in underresourced communities, particularly women of color, for jobs and apprenticeships in the green collar economy. Offered free of charge, Green Collar Prep (GCP) builds on the foundational skills acquired in NEW's core apprenticeship program, Blue Collar Prep, and NEW at Night by integrating content directly linked to sustainability and efficiency practices and providing students with comprehensive training in environmental literacy and construction techniques. Green Collar Prep offers skills training, soft skills workshops, physical conditioning, mentoring, networking opportunities with subject matter experts, and site tours focusing on environmental stewardship in the construction industry. It connects students to necessary training certifications as well as employment opportunities with apprenticeship partners and contractors.

Youth Action Programs and Homes, Inc. is creating a Building Operators Training Program to prepare 30 young adults in Upper Manhattan and the South Bronx for entry-level jobs with local multifamily building operators and small businesses.

- Partners: CUNY Building Performance Lab and Association for Energy Affordability
- Training: 72 hours of classroom and hands-on learning, culminating in a certificate of completion along with a 6-8 week internship in various building sites. Opportunities to further training at the Association for Energy Affordability to achieve Energy Efficiency Building Operations Specialist certification.
- Wrap-Around Services: Professional development programming, worksite coaching, case management, job searching, and education assistance.

PON 3982: On-the-Job Training Program

This program provides a maximum of 75% wage reimbursement to eligible businesses for 4-6 months of a new hire's training period. Higher funding is available for Minority- and Women-Owned Businesses, Service-Disabled Veteran Owners, and clean energy businesses hiring members of priority populations and disadvantaged communities. To date, nearly 400 workers from priority populations and/or disadvantaged communities have been hired in the program. Overall, 150+ participating businesses have hired 1,300 workers.

Training in Action

Many companies from around New York State are participating in on-the-job training programs: Halcyon Inc from the Finger Lakes Region; J. Synergy Green Inc. from Long Island; Foam It Insulation, LLC from the Southern Tier; Kinetic Communities Consulting from the Capital Region; Zerodraft Residential, Inc. from Central NY; Malcarne Contracting, Inc. from the Mid-Hudson Region; Fred F. Collis and Sons from the Mohawk Valley; Willdan Lighting and Electric, Inc. from New York City; and C & R Housing Inc. from Western NY.

PON 4595: NYS Offshore Wind Training Institute – Workforce Training & Skills Development

This program offers funding for training initiatives focused on addressing projected offshore wind (OSW) workforce gaps and preparing workers for high growth jobs via technical training. Training audiences may consist of existing and/or new workers. Higher funding is available for projects exclusively serving disadvantaged communities and/or eligible priority populations and for qualifying union-led projects and qualifying pre-apprenticeship programs.

Training in Action

LaGuardia Community College is partnering with Siemens Gamesa to build an inclusive OSW workforce that ensures a robust local talent pipeline for the construction, repair, and maintenance of offshore facilities in the New York City metro area. A total of 50 individuals living in underresourced communities near the Brooklyn-Queens waterfront will be trained to work as OSW technicians.

Hudson Valley Community College is offering welding, fabrication and assembly education, and training and certification programs aimed at building a robust workforce pipeline for the Capital Region's OSW initiative. The College is partnering with regional manufacturers building turbine components to provide a skilled workforce pipeline of welders and fabricators, and will train 75 individuals, including 65 from disadvantaged communities and priority populations.



PON 4772: Climate Justice Fellowship

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 that want to facilitate clean energy development within the very same communities.

NYSERDA will fund approximately 150 fellowships over the next three years and will work with State and federal agencies, nonprofits, 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.

Fellowship in Action

Shared Mobility utilizes a community-focused approach to develop and deploy innovative shared-use transportation programs that help cut greenhouse gas emissions, provide equitable and affordable transportation options to disadvantaged communities, and enhance the collective dialogue about how evolving the transportation sector is key to climate justice. The Climate Justice Fellow focused on the development of E-Bike libraries in Western New York and partnership development with other local community groups, operations development for expanded E-Bike programming, communications and social media engagement to spread awareness of this work, and direct on-the-ground outreach to program members.

Sustainable Westchester's mission is to deepen their investment in underserved and underfunded communities by providing environmental resources that foster greater strength and resiliency. The Climate Justice Fellow, a former NYSERDA intern, supported work that helped Sustainable Westchester channel their offerings and environmental and financial benefits to underresourced communities and communities disproportionately burdened by environmental health hazards. The fellow combined this experience with research on State and local climate justice goals, best practices, and challenges to present recommendations on how the organization can better serve the communities directly affected.

PON 4000: Clean Energy Internship Program

This program prepares the next generation of clean energy workers by funding internships with clean energy companies.

For employers with up to 100 employees, 90% of intern wages are covered. To date, over 1,580 interns have been hired from 270 different businesses.

Participation in the Clean Energy Internship Program provides the following benefits:

- Relevant career experiences to people entering the workforce.
- Evidence of industry partnerships for hands-on training and experiential learning.

Training in Action

Many organizations from around New York State are participating in the internship program: BlocPower and Urban Energy Inc. in New York City; Buffalo Solar Solutions from Western NY; Empower Equity from the Finger Lakes; Livingston Energy Group from the Capital Region, and more have hired interns to gain experience with a broad range of energy efficiency, renewable energy, and alternative transportation careers.

About NYSERDA

NYSERDA, a public benefit corporation, offers objective information and analysis, innovative programs, technical expertise, and support to help New Yorkers increase energy efficiency, save money, use renewable energy, and reduce reliance on fossil fuels. NYSERDA professionals work to protect the environment and create clean energy jobs. NYSERDA has been developing partnerships to advance innovative energy solutions in New York State since 1975.

To learn more about NYSERDA's programs, visit nyserdera.ny.gov or follow us on [Twitter](#), [Facebook](#), [YouTube](#), or [Instagram](#).



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