

Clean Energy Workforce Development

Internships and On-the-Job Training



The New York State Energy Research and Development Authority (NYSERDA) is helping prepare the next generation of clean energy workers by funding internships and on-the-job training for individuals looking to join the clean energy industry.

NYSERDA's Internship and On-the-job Training programs provide a wage subsidy to businesses, helping reduce the risk of hiring and training new workers in many emerging fields, including high-efficiency HVAC and energy efficiency. Eligible businesses can hire interns and permanent employees based on their needs. In addition, businesses have the option to hire eligible interns as a full-time employee through the On-the-Job Training Program following their internships.



NYSERDA

New York State Clean Energy Internship Program (PON 4000)

Goals:

- Provide an introduction to the clean energy industry and relevant career experiences to people entering the workforce.
- Provide clean energy businesses in New York State with a pool of skilled professionals.

NYSERDA provides wage reimbursement 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.

Internships can be full- or part-time while students are taking classes. Businesses can onboard their own interns or choose from qualified candidates who apply directly through NYSERDA.

Example:

Livingston Energy Group, based in Schenectady, NY is using the Clean Energy Internship Program to bolster its efforts in providing a wide array of clean energy and energy efficiency services, including electric vehicle charging stations, to commercial, industrial, and multifamily properties. A participant in the program since 2020, Livingston Energy has hired 22 college students and recent graduates as interns working in various sales, service, and technical support positions.

On-the-Job Training for Energy Efficiency and Clean Technology (PON 3982)

Goals:

- Reduce costs for clean energy businesses recruiting, hiring, and training new employees.
- Teach new hires occupational skills to help clean energy businesses succeed.
- Support hiring and training individuals from priority populations and disadvantaged communities looking to join the clean energy workforce.

NYSERDA provides reimbursement funding at a rate of up to 75% of hourly wages and up to a maximum of \$24 per hour for each hire.

Wage reimbursement is offered for period of four or six months, depending on the worker hired.

Higher incentive levels and flexible participation options are available for small businesses, minority- and women-owned businesses, businesses hiring heat pump workers, and businesses hiring members of priority populations and disadvantaged communities.

Program Resources

Participating businesses have access to a pool of qualified candidates through the New York State Department of Labor and assistance to develop training plans for new hires.

Example:

Green Team Long Island, a full-service weatherization and energy auditing contractor, has hired 38 employees through the On-the-Job Training Program for a range of positions. NYSERDA provided funding of over \$250,000 in support of these new hires.

“Our ability to use the On-the-Job Training Program with NYSERDA and New York State has allowed us to hire employees with less than ideal experience and track record and take the time to train them to become great employees. In the past we might have taken a pass, because we couldn’t afford to take a risk or spend the time.”

– Jay Best, CEO

NYSERDA’s Workforce Development and Training programs provide incentives and additional support for businesses hiring and training priority populations and members of disadvantaged communities as well as for minority, woman, and service-disabled veteran-owned businesses. Current definitions of priority populations and maps of disadvantaged communities can be found on the NYSERDA Workforce Development website.

For more information on NYSERDA’s Workforce Development and Training Programs, please visit nyserdera.ny.gov/wfd or email wfinfo@nyserdera.ny.gov



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