New York State Energy Planning Board

NYSERDA Workforce Development and Training Programs

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# Workforce Development and Training Framework

## Demand

- EEPS
- RPS
- RGGI
- WAP
- SEP
- EE CBG

## Job Projections

- Staffing profile – % of workers in each occupation.
- Wages – Median, Entry and Experienced.
- Typical education and training requirements.
- Career ladder opportunities.
- Occupational projections.
- Supply & demand assessment.

## Workforce Needs

- Pathways Out of Poverty/ Entry-level
- Degrees / Licenses / Certificates
- Entrepreneurial/CEO
- Codes Training
- Incumbent Worker
- Occupational Skills
- Job Placement
  - Apprenticeship
  - OJT/Internships

## Workforce Strategy

<table>
<thead>
<tr>
<th>Labor Market Information (Leveraged Resources: State Energy Plan)</th>
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## Workforce Training (Leveraged resources: $127.6M)

- Skilled Trades Training
- Incumbent Workers/Professional Services
- Emerging Workers - degrees, licenses, credentials
- Youth (16-24 years)
- Disadvantaged Workers

## Worker Supply

## State Agency Leverage for Workforce Training - $127.6M

EEPS (PSC/NYSERDA) = $6.6M; RGGI (DEC/NYSERDA) = $8M; WIA State (NYSDOL) = $7M; WAP (DHCR) = $15M; OTDA Green Jobs = $7M; ARRA SEP/EE CBG (NYSERDA) Energy Code Training = $6.5M; ARRA SEP (NYSERDA) Training Equipment = $4M; NYSDOL Emerging and Transitional Worker Training = $50M, NYSDOL/OTDA Career Pathways = $17.5M; NYS DOL Disconnected Youth = $5M
## Workforce Development and Training Programs for the New York State Clean Energy Sector

<table>
<thead>
<tr>
<th>Career Pathways/Basic Skills Training</th>
<th>Technical Training/2-4 yr Degree &amp; CEU</th>
<th>National Worker Credentialing</th>
<th>Internships and R&amp;D Fellowships</th>
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<tbody>
<tr>
<td>Training for disadvantaged workers, workers-in-transition, and youth initiatives focused on basic construction skills and coordinated with national worker readiness credential and career services</td>
<td>Training to facilitate increased penetration of clean energy technologies manufactured and installed in New York State through well established regional access to state-of-the-art training and education services</td>
<td>Training to accelerate a NYS workforce armed with nationally recognized credentials that help strengthen policy initiatives and promote quality work performance (USGBC LEED, AEE, NAHB, BPI, etc.)</td>
<td>Internship and research fellowships to promote highest quality workforce experienced in clean energy technology manufacturing, installation, operations and maintenance</td>
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Workforce Development and Training Programs for the New York State Clean Energy Sector

- Businesses receive OJT funds for new and incumbent worker training
- Job seekers supported through career counseling, training, and job placement
- Training providers receive funding for:
  - Equipment
  - Instructor Train-the-trainer
  - Program accreditation
### Clean Energy Occupations, Training Providers and Highly Regarded National Credentials

#### Occupations/Job Classifications
- Air sealing and insulation installers
- Building performance retrofit specialists
- Energy auditors/Home raters
- Resource conservation specialists and energy managers
- Project managers and executives
- Building control technicians
- Code Officials

#### Education Providers
- Technical/Vocational
- Community Colleges
- Union Training Centers
- Industry/Professional CEU
- Manufacturers
- Not-for-Profit

#### National Credentials
- BPI
- USGBC LEED AP, GPRO
- NATE/NORA, HVAC Excellence
- NAHB
Construction Trades

- Funding: Primarily RGGI/GJGNY and EEPS
  - Promotion of energy efficiency, energy conservation and clean technologies
  - Reduce energy consumption and costs
  - Reduce greenhouse gas emissions
  - Support sustainable community development
  - Create green job opportunities, including for emerging, unemployed and displaced workforce

Training funds are focused on basic skills, hands-on skills development and workforce credentials.
Professional Services

- Funding: EEPS and SBC
  - Promotion of energy efficiency, energy conservation and clean technologies
  - Reduce energy consumption and costs
  - Support ESCO services sector and A/E community that can deliver energy savings and secure future economic benefits for New York State

Training funds are focused on curriculum development, technical standards, and professional workforce credentials.
Funding: EEPS, SBC, RGGI/GJGNY

- Promotion of energy efficiency, energy conservation and clean technologies
- Reduce energy consumption and costs
- Support Trades training and Sustainable Buildings training for New York State Buildings under Executive Order #4
  - Building Operator Certification
  - Advanced Lighting Controls Training
  - USGBC LEED and GPRO Operations and Maintenance

Training funds are focused on expanding trades and building services training to include energy efficiency topics and workforce credentialing.
Component Manufacturing

- Funding: SBC4
  - Promotion of advanced technologies in energy efficiency and renewable energy areas
  - Support product manufacturing and professional services to specify, install, and operate clean energy technologies
  - Support standards development, new education/training programs, and innovative on-the-job training/internships

Training funds are focused on innovative training and applied educational programs in cooperation with educators and industry.
Statewide Coordination of Workforce Development and Training Initiatives

1. **Outreach and Screening**
2. **Worker/Job Readiness**
3. **Energy Efficiency Basic Skills Training**
4. **Energy Efficiency Technical Training**
5. **Internships OJT & Job Placement**

*NYS DOL Business Services and Training Provider Counselors*
New York State Clean Energy Training Supply Map

Statewide Programs
- Building Performance Contractors Association
- Green University Home Builders
- Home Energy Team
- IBEW-JATC
- NYS Builders Association
- Stargate International
- Urban Green Council
- Workforce Development Institute

Albany-Capital Region
- Altamont Program- Albany
- Capital Region BOCES
- Hudson Valley Community College
- Northeast Parent and Child Society, Inc.
- Northwest Energy Efficiency Council
- RPI Lighting Research Center

Hudson Valley/Southern Tier
- Sullivan County BOCES
- Tompkins County CC
- Ulster BOCES

Finger Lakes/Rochester/Syracuse
- Alfred State
- Altamont Program – Utica
- Madison-Oneida BOCES
- Northwest Energy Efficiency Council
- SUNY Morrisville RF
- Syracuse University SSIC
- Wayne-Finger Lakes BOCES
- Workforce Development Institute

Buffalo-Erie
- Erie 1 BOCES
- Erie Community College
- Outsource Center

New York City (5 Burroughs)
- Association of Energy Engineers (AEE)
- Association for Energy Affordability (AEA)
- Building Commissioning Association (BCA)
- CEC Stuyvesant Cove (Solar One)
- Consortium for Worker Education
- CUNY Building Performance Laboratory
- CUNY Institute for Urban Systems (CIUS)
- Green Light New York
- Karpman Consulting
- Northern Manhattan Improvement Corporation

- Osborne Association
- Mason Tenders Training Fund
- RF SUNY Stony Brook
- IUOE Local 94 Training Center
- Urban Green Council
- Fortune Society