

NEW YORK
STATE OF
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Mid-Hudson
Regional Economic
Development Council

Workforce Solutions Webinar Series

NYS Workforce Development Funding



Mid-Hudson Workforce Solutions

February 4, 2022



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Workforce Development Training



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Community College Workforce Development Training

- **Provide training to upskill workforce**
- **Customize or develop**
- **Virtual, college, on-site**



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Subject Area Examples

Communications

Lean Six Sigma

Leadership

Supervisory and management skills

Human resources

Computer literacy

Workplace safety

Digital technology

Skilled trades

Project management

Customer service

Team building



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Funding Through WDI CFA

- **Individual or Consortium**
\$50,000 – Individual
\$75,000 – Consortium
- **Under \$15,000 Expedited**
- **Employer Match**
At least 25%
10% – Cash
15% – In-kind



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Application Process

- **Community College**
- **Employer Letter**
 - Outline training
 - Estimated employees trained
 - Confirm match



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Reporting Requirement

- **Community College**
 - Number of employers
 - Number of individuals trained
 - Number of contact hours
- **Employer Letter**
 - Describe benefits and impacts
 - Confirm match



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Employer Reported Results

Increased employee confidence

Increased efficiency

Increased production

Increased communications/team building

Increased quality

Increased revenues

Increased sales

Increased client base

Decreased employee turnover

Decreased waste

Employees retained

Employees promoted



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Apprenticeship Programs at SUNY



Apprenticeship Program

- **Employer sponsor's program – NYS DOL**
- **Salaries job from start**
- **On-the-job training**
- **Related Instruction – classroom training**

suny.edu/apprenticeship



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Benefits for Businesses

Increased employee retention and attendance

Reduced hiring costs

Structured and consistent training program

Workers trained without losing production time

Increased efficiency and productivity

Highly skilled workforce

Financial incentives



Financial Supports

- **Related Instruction**
\$5,000 per apprentice
- **Pre-apprenticeship**
\$500 per person
- **On-the-job training (adv. mfg. – 50 or less)**
- **NYS tax credits and incentives**



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Contact Information



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WE ARE YOUR DOL



**CONSOLIDATED FUNDING APPLICATION
WORKFORCE DEVELOPMENT INITIATIVE (CFA WDI)**

BACKGROUND/PURPOSE

NYSDOL is offering two parallel funding opportunities totaling up to \$25 million:

- Existing Employee Training (EET); and
- Unemployed/Underemployed Worker Training (UWT).

OCCUPATIONAL SKILLS TRAINING PROGRAMS

- Each NYSDOL program intends to upgrade the occupational skills of eligible trainees.
- Occupational skills training is defined as up to one year of instruction in a classroom setting designed to provide participants with the skills required to be proficient in a specific job needed by the applicant.

APPLICATION PROCESS

- Requests for Applications (RFAs)
- Non-competitive
- Applications accepted on an ongoing basis

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EXISTING EMPLOYEE TRAINING (EET) PROGRAM

EXISTING EMPLOYEE TRAINING

EET funding is available to provide occupational skills training courses for existing employees who are currently employed in low or middle-skills occupations.

Maximum EET award amounts are:

- Up to **\$100,000** for applicants with 2-50 employees;
- Up to **\$200,000** for applicants with 51-100 employees; or
- Up to **\$300,000** for applicants with 101 or more employees.

EXISTING EMPLOYEE TRAINING – ELIGIBILITY

- Eligible Applicants must have two (2) or more employees and be:
 - For-profit entities; or
 - Private sector not-for profit entities.
- Eligible Trainees are:
 - Full-time (35 or more hours per week) or part-time existing employed workers, in low or middle-skills occupations, who will enter or remain in middle-skills occupations with the help of the training program.

EXISTING EMPLOYEE TRAINING – LEVERAGED FUNDING

Applicants requesting EET funding are required to pay a portion of the costs of their training program using leveraged funds. The amount the Applicant is required to contribute is at least:

- 10% for Applicants with 50 or fewer employees;
- 25% for Applicants with 51-100 employees; or
- 50% for Applicants with more than 100 employees.

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UNEMPLOYED/UNDEREMPLOYED WORKER TRAINING (UWT) PROGRAM

UNEMPLOYED/UNDEREMPLOYED WORKER TRAINING

- UWT funding is available to provide occupational skills training to unemployed/underemployed workers to qualify them for full-time or part-time employment or a higher level of employment.
- May include Career Development Services, which teach job search and attainment skills; career awareness, exploration, and enhancement skills; and work readiness, employability, and job retention skills.
- Maximum UWT awards are up to **\$250,000** per applicant.

UNEMPLOYED/UNDEREMPLOYED WORKER TRAINING - ELIGIBILITY

- Eligible Applicants must have two (2) or more employees and be:
 - For-profit entities;
 - Not-for profit (NFP) entities;
 - Municipalities; or
 - Educational institutions, including colleges and universities.
- Eligible Trainees are unemployed/underemployed workers.

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PRIORITY POPULATIONS

PRIORITY POPULATIONS

The UWT Program awards extra points in scoring for those Applicants who plan to serve priority populations, including:

- Displaced homemakers;
- Low-income individuals;
- Individuals with disabilities, including youth with disabilities;
- Older individuals;
- Individuals currently or formerly involved in the criminal justice system;
- Homeless individuals, including homeless youth;
- Youth who are in, or have aged out of, the foster care system;

PRIORITY POPULATIONS

- Individuals with low levels of literacy;
- English language learners;
- Individuals facing substantial cultural barriers;
- Native Americans;
- Migrant and Seasonal Farmworkers;
- Individuals within two (2) years of exhausting lifetime Temporary Assistance for Needy Families (TANF) benefits;
- Long-term unemployed; and
- Single parents, including single pregnant women.

In addition to these populations, for the CFA WDI, Veterans, TANF, and Supplemental Nutrition Assistance Program (SNAP) recipients are also considered Priority Populations.

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REVIEW PROCESS

GRANTS GATEWAY

- New York State's (NYS) standardized statewide grant contracting system.
- All Applicants must be registered in the system to enter into a contract with NYS.
- NFPs must take the additional step of pre-qualifying by completing a basic profile and storing organizational documents.
- For more information:
 - <https://grantsmanagement.ny.gov>
 - <https://grantsmanagement.ny.gov/register-your-organization>

METHOD OF SELECTION

- NYSDOL Review
- REDC Review
- Interagency Review

METHOD OF SELECTION – NYSDOL

- Two main categories of points awarded during Phase Two
 - Program/Technical – 80 points
 - Cost – 20 points
- Applicants must receive a minimum of 70 points.
- Eligible Applicants who do not attain a score of 70 points will be notified by letter and are eligible to revise the application and re-apply, if sufficient time and funding remain.

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RESOURCES

RESOURCES

- Workforce Development Initiative:
<https://www.ny.gov/workforcedevelopment>
- NYSDOL Funding Opportunities:
<https://dol.ny.gov/funding-opportunities-0>
- CFA@labor.ny.gov

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QUESTIONS?

cfa@labor.ny.gov

NYSERDA Workforce Development & Training Programs



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nyserda.ny.gov



Key Highlights	PON 3982 On-the-Job (OJT) Training Program
Eligible Businesses	<ul style="list-style-type: none">• HVAC and renewable heating and cooling• High efficiency water heating• Insulation and/or air sealing• High efficiency lighting and controls• Building automation and controls• Smart grid, energy storage & EV charging stations• Building operations and maintenance• Solar electric photovoltaics, solar thermal, and related areas• Offshore and Land-Based Wind and related areas
Wage Reimbursement	<ul style="list-style-type: none">• 50%-75% wage reimbursement new hire's training period.<ul style="list-style-type: none">○ 75% for MBE/WBE/SDVOB businesses and heat pump hires○ 50% for all other hires○ 6 months for hires from a priority population/disadvantaged community○ 4 months for all other hires
Process	<ul style="list-style-type: none">• Online business application to verify eligibility for program• NYSDOL review, approval, and support for hiring• New Hire applications submitted to NYSERDA for approval• Invoices submitted for reimbursement after 4 weeks

- Over 860 individuals hired to date
- \$8,500 per hire average funding
- Businesses can receive up to \$150,000 for hiring traditional workers, with no cap on hiring individuals from priority populations / disadvantaged communities



PON 4000

Key Highlights	PON 4000 Clean Energy Internship Program
Examples of Eligible Technology Areas	<ul style="list-style-type: none">• Energy Efficiency• Renewable Electric Power Generation• Grid Modernization and Energy Storage• Alternative Transportation• Renewable Fuels
Eligible Interns	<ul style="list-style-type: none">• NYS residents who are current college students, recent graduates, members of priority populations/disadvantaged communities
Wage Reimbursement	<ul style="list-style-type: none">• Reimbursement is available on a sliding scale for hourly wages of up to \$17.00 for up to 480 hours per internship.<ul style="list-style-type: none">• 90% of intern wages covered for employers with 2-100 employees.• 75% of intern wages covered for employers with 101+ employees.• Minimum requirement of 2+ employees waived for MWBEs, WBEs and SDVOBs.
Process	<ul style="list-style-type: none">• Both businesses and interns must apply via online application (one time per business).• Businesses submit an application for each internship, including a job description and signed offer letter to reserve funding.• Invoices submitted to NYSERDA for reimbursement at the end of the internship or at 3-month intervals during the internship.

- Over 1,080 interns hired to date
- Employers can have up to 30 interns, while MWBEs/SDVOBs have no cap on the number of interns they can hire during the duration of the program
- Program is open to businesses, not-for-profits, municipalities, and direct entry pre-apprenticeship programs who provide clean energy services



**PON
4772**

Key Highlights	PON 4772 Climate Justice Fellowship
Eligible Applicants	<ul style="list-style-type: none">• <u>Businesses</u>: 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)• <u>Fellows</u>: New hires who are NYS residents and currently reside in a DAC or Priority Population
Fellowship Criteria	<ul style="list-style-type: none">• <u>Duration</u>: 12 months, full-time (35-40 hours/week)• <u>Scope of Work</u>: Environmental and climate justice to advance an equitable clean energy transition for all communities, especially those disproportionately burdened by environmental health hazards• <u>Support Services</u>: Professional development and mentoring + comprehensive benefits
Funding	\$6M for 150 Fellowships over 3 years
Max. Amount	\$40K per Fellow (incl. \$37K salary and \$3K in supportive services)
Deadline	Due dates anticipated in 2022 and 2023

Photo: Lagos Techie @ [Unsplash](#)

Additional NYSERDA Clean Energy Workforce Development Programs

1. [PON 3715 Building Operations & Maintenance Training](#)
2. [PON 3981 Energy Efficiency & Clean Technology Training](#)
3. [PON 4463 Career Pathways in High-Efficiency HVAC & Heat Pumps](#)





**Empire State
Development**

Employee Training Incentive Program

“ETIP”

Refundable tax credits to New York State employers for skills training and internship programs

Two Components

- Employee Skills Training
- Internship Programs

Tax Credits

- \$5 million in refundable tax credits available to businesses annually, with up to \$1 million in credits available for approved internship programs

Application

- Consolidated Funding Application
- Applications accepted on a rolling basis up to the total program allocation

Employee Skills Training Eligibility Criteria

- Businesses must make a significant capital investment resulting in a benefit-cost ratio of at least 10:1 in relation to the eligible training project
- Demonstrate that training will be provided in NYS by a training provider with suitable experience and expertise
- Be in compliance with all worker protection and environmental laws and regulations
- Businesses must operate predominantly in a **Strategic Industry**

Employee Skills Training

Strategic Industry

- Shortage of workers trained to work in that industry
- Ability and need to relocate to another state to find qualified employees
- Potential to create jobs in an economically distressed area
- Potential to recruit minorities and women to be trained to work in an industry where they are traditionally underrepresented
- Recent technological advances have created disruption in the industry and significant capital investment is needed to remain competitive

Employee Skills Training Incentive

- Credit of 50% of eligible training costs, up to \$10,000 per employee for eligible skills training
- Eligible expenses are incremental costs relating to the training (i.e. supplies, materials, equipment), or incidental costs necessary to conduct the training (i.e. travel, lodging, meeting space) OR fees charged by a third party training provider
- Tax credits may be issued only after approved training is completed

Internship Programs

An eligible internship program must provide training in **advanced technology, life sciences, software development, or clean energy**

Advanced technology means the research, development and manufacturing of goods and their applications in the areas of advanced materials and processing technologies, integrated electronics, optics, biotechnology, information and communication technologies, automation and robotics, electronics packaging, imaging technology, remanufacturing, and other such areas as the commissioner shall determine.

Life Sciences means agricultural biotechnology, biogenerics, bioinformatics, biomedical engineering, biopharmaceuticals, academic medical centers, biotechnology, chemical synthesis, chemistry technology, medical diagnostics, genomics, medical image analysis, marine biology, medical devices, medical nanotechnology, natural product pharmaceuticals, proteomics, regenerative medicine, RNA interference, stem cell research, medical and neurological clinical trials, health robotics and veterinary science.

Software development means firms engaged in the creation of coded computer instruction.

Clean energy means sources of energy which are capable of being continually restored by natural or other means or are so large as to be useable for centuries without significant depletion and include but are not limited to solar, wind, plant and forest products, wastes, tidal, hydro, geothermal, deuterium, and hydrogen. Fossil fuels are excluded

Internship Programs

Eligibility Criteria

- Business entity must have fewer than 100 employees statewide
- Interns must be current/recent students or recent members of the armed forces
- Interns must comprise less than 50% of company workforce
- Intern cannot be recent employee or displace a regular employee
- Program cannot exceed 12 months in duration
- Applicant must provide program curriculum and training provider qualifications

Internship Programs Incentive

- Credit of 50% of stipend, up to \$3,000 per intern for eligible internship
- Eligible expenses are stipend costs only (excludes travel expenses, meal vouchers, benefits)
- Tax credits may be issued only after internship training is completed

Ineligible Activities/Industries

(both skills and internship)

- Training designed to train or upgrade skills required by a federal or state entity
- Training that may result in the awarding of a license or certificate required by law to perform a job function
- Culturally focused training
- Existing staff and resource dedicated to training are also not eligible

The following types of businesses are also prohibited from participating in the program:

- Non-profits
- Accounting or Law Firms
- Businesses providing business administrative or support services
- Businesses providing personal services, finance or financial services
- Medical or dental practices
- Hospitality
- Real estate brokers and real estate management companies
- Restaurants or retail and wholesale businesses
- Businesses providing utilities
- Businesses engaged in the generation of distribution of electricity, the distribution of natural gas, or the production of steam associated with the generation of electricity

Final Application/Tax Credit Issuance

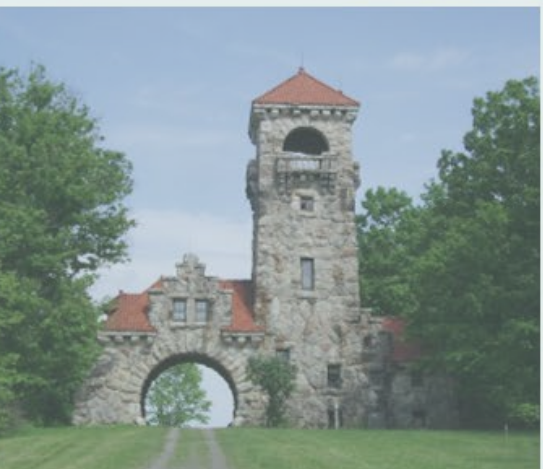
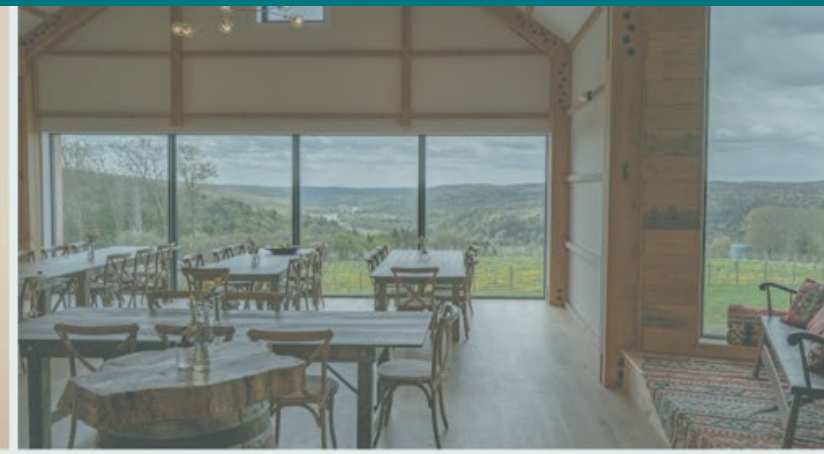
- A final application must be submitted when the training or internship program is complete.
- If all requirements have been met, a tax credit certificate will be issued.
- Key documents for final review:
 - Copy of curriculum, sample invoices of qualified investments, invoices of training costs, resumes of interns, proof of stipends
- The certificate should be included with your NYS tax return along with form CT/IT-646.

For more information:

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ETIP Website: <http://www.esd.ny.gov/BusinessPrograms/ETIP.html>

CFA: <https://www.ny.gov/workforcedevelopment>



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Key Resources

- **Workforce Development Funding Resources**
 - <https://workforcedevelopment.ny.gov/>
 - NYSERDA: <https://www.nyserda.ny.gov/ny/PutEnergyToWork/Energy-Technology-and-Solutions/Workforce-Development-and-Training>
- **Mid-Hudson REDC Website: regionalcouncils.ny.gov/mid-hudson**
 - Recorded webinars
 - Upcoming events
 - Mid-Hudson Workforce Solutions: Child Care Resources for Employers – 2/11 @8:30am
 - Mid-Hudson Workforce Solutions: NYS Department of Labor Recruitment Resources – 2/16 @9am
- **Questions? Email midhudsonREDC@esd.ny.gov**