

Willdan Clean Energy Academy [CEA]

Cohort 5 Reporting

Project Director: Antuan Cannon
Email Address: acannon@willdan.com
Contract Number: 142989
Purchase Order Number: 148165
Total Invoice Amount: \$39,250

The Willdan Clean Energy Academy [CEA] supported by NYSERDA PON 3981 funding, successfully completed the third cohorts of the training, with 36 graduates, in June of 2020. Each student participated in 72 hours of online virtual classroom training. The training took place from Monday through Friday, from 11:30am - 6:30pm over a two-and-a-half-week training period.

The training curriculum consisted of the following lessons:

- Green Economy
- Lighting Systems
- HVAC-R Systems
- Energy Efficiency Software
- COVID-19 Health & Safety

The 40 candidates were selected to participate in this online training program out of 81 applications received and 48 scheduled interviews completed. Class began on Monday 6/1/2020 and completed on 6/17/2020 with a final exam.

The candidates that participated came from a variety of backgrounds and professional experiences including; 4 Veterans, 4 Low-Income individuals, 2 persons with disabilities, 3 previously incarcerated individuals, several NYIT energy management students, Green City Force program participants, Willdan and Lime Energy employees, and students from across NYS. While the program began with 40 participants, 36 completed the training program and made it to graduation. The attrition rate was significantly lower for this cohort than in previous cohorts at a rate of only 10% non-completion. We attribute this to the fact that we improved our screening process, made the transition to online learning easier for students, and recruited from a pool of active professionals in the clean energy industry.

Class #5 (36 students)

Location:
Online Training Delivery

Instructors:

- Clayton Gregory (Clay@greentechleaders.com)
- Alejandro Alvarez (aalvarez@soulfulsynergy.org)
- Antuan Cannon (acannon@willdan.com)

WILLDAN
CLEAN ENERGY ACADEMY

PROGRAM OVERVIEW:
This is an energy efficiency technical training, combined with an Online Dynamic Learning Management System delivery method. The program focuses on energy efficiency education and implementation assistance initiatives for small commercial properties.

PROGRAM BENEFITS	CLASS OPTIONS
<ul style="list-style-type: none">● 60 Hours of Clean Energy Technical Training- Learn real-world application of sustainability policies & standards- Learn use of software tools and energy audit processes- Build your portfolio of energy audit reports and analyses- Experience based and service based learning- Prepare for industry recognized certifications- Internship Program and Job Placement Services- Professional Development/Resume Writing and Support Services	Live Virtual Class Monday June 1, 2020 11:30am - 6:30pm Monday - Friday for 2 weeks

This program is available to all New York residents, regardless of age or background. To be considered for participation in this program, please apply using the following link: <https://tinyurl.com/winwinapp>

All Applicants will undergo interviews, evaluations and a screening/selection process
For more information on Willdan Clean Energy Academy, please contact us:
Contact Person: Dwayne R. Norris | Email: WilldanCEA@soulfulsynergy.org | Phone: (917) 888-8888

BROUGHT TO YOU BY:
WILLDAN | nyserdanewyork.org | In Partnership with Con Edison Small-Medium Business Program

IMPLEMENTED BY:
SUNBELT | Lime Energy | GreenTech L.E.A.D.ers | SUSTAINABLE UNITED MEMBERSHIPS

EMPLOYMENT PARTNERS: CSK International, Energy Conservation & Supply, Kowl Energy Group, US Tech, Spring Bank

POWERED BY: WINWIN

EMPLOYMENT PARTNERS: Sight Energy, 2030 District, Light Technology Applied, JobSmart Affiliates

Activities & Accomplishments

Cohort #5 was our fifth total training session for the year and our third using completely online delivery. The transition into this cohort was much more seamless than previous online classes and we believe that was in part due to the UX Design thinking workshops we held, the individual participant surveys we conducted and the improvement of our use of technology overall.

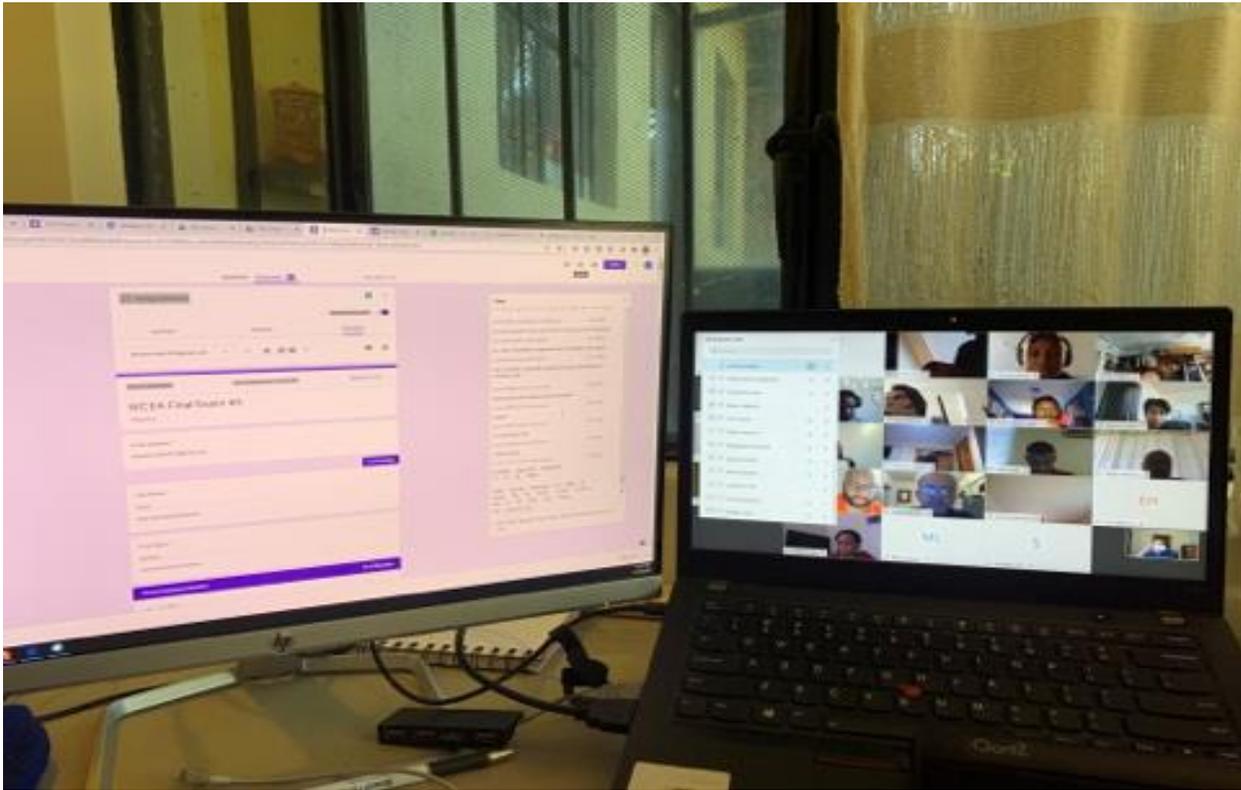
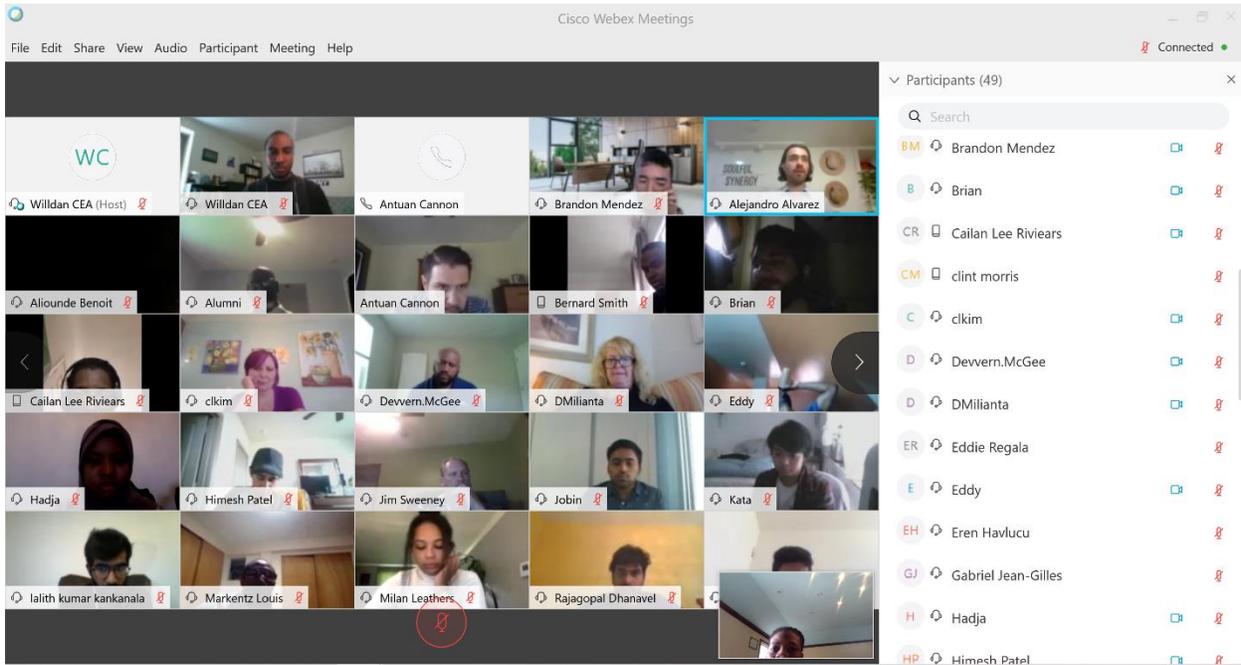
We have developed a better understanding of the students' experience throughout the duration of the training and how to improve the communication during each phase. Through an increase in marketing and outreach we had a large talent pool of applicants to follow up with and interview. Our interviews were scheduled using our Calendly membership where each student applicant could schedule their interview based on their availability.

By leveraging technology for each component of marketing, outreach, recruitment, interviews, training delivery, classroom attendance, grading, and careers services we were able to streamline our process.

During our recruitment process, the stay at home order from COVID-19 was announced to be lifted and that field workers at Willdan and other similar companies would be returning to work. This provided us an opportunity to train Willdan employees as well as employees from their affiliate company Lime-Energy in order to prepare them to return to the field successfully and safely. This added an additional unique element to the classroom atmosphere because the cohort was made up of a nice mixture and combination of novice students and more experienced students. We had participants with background in lighting audits, lighting installation, inspection and even accounting and administration. This varied experience helped to add value and perspective to the students who had never been in the industry and gave them some more insight into what to expect when they get into the field.

This mixture of real-world professional experience from Willdan staff and classroom technical knowledge from NYIT students, and others added to the discussions and may have contributed to the low attrition rates we experienced. Most of what was discussed during class was more about practice and implementation rather than theory. Students were able gain a better understanding of the political landscape so that they will be better equipped when navigating their careers by having a deeper knowledge of each sector, commercial or residential, in the energy efficiency field. Having dynamic ways of presenting the material; MS Word, power point, Prezi(dynamic type of presentation software) for lesson delivery; For lesson reviews the software platform we utilized was Quizlet, a software were students can in various adaptive ways study material at their own pace by themselves or with a group. The other software we more utilize in a class setting for lesson review is called Kahoot, a software that allows you to created question in various ways and presents a user friendly way of display by using vibrant colors, music and a fun and dynamic scorings system with a top 3 podium at the end. Having all the content links and material being housed at a central point was key and utilizing Google classroom allowed us to not only keep staff but the students as well organized and this lead to everyone being more engaged. This created a very enthusiastic group of participants and helped to keep the group engaged throughout.

Due to the larger class size we onboarded an additional teaching assistant to help manage the attendance, and keep extra "office hours" to ensure availability for students to ask questions and follow up on areas of interest outside of classroom hours.



Student Testimonials:

Testimonial #1:

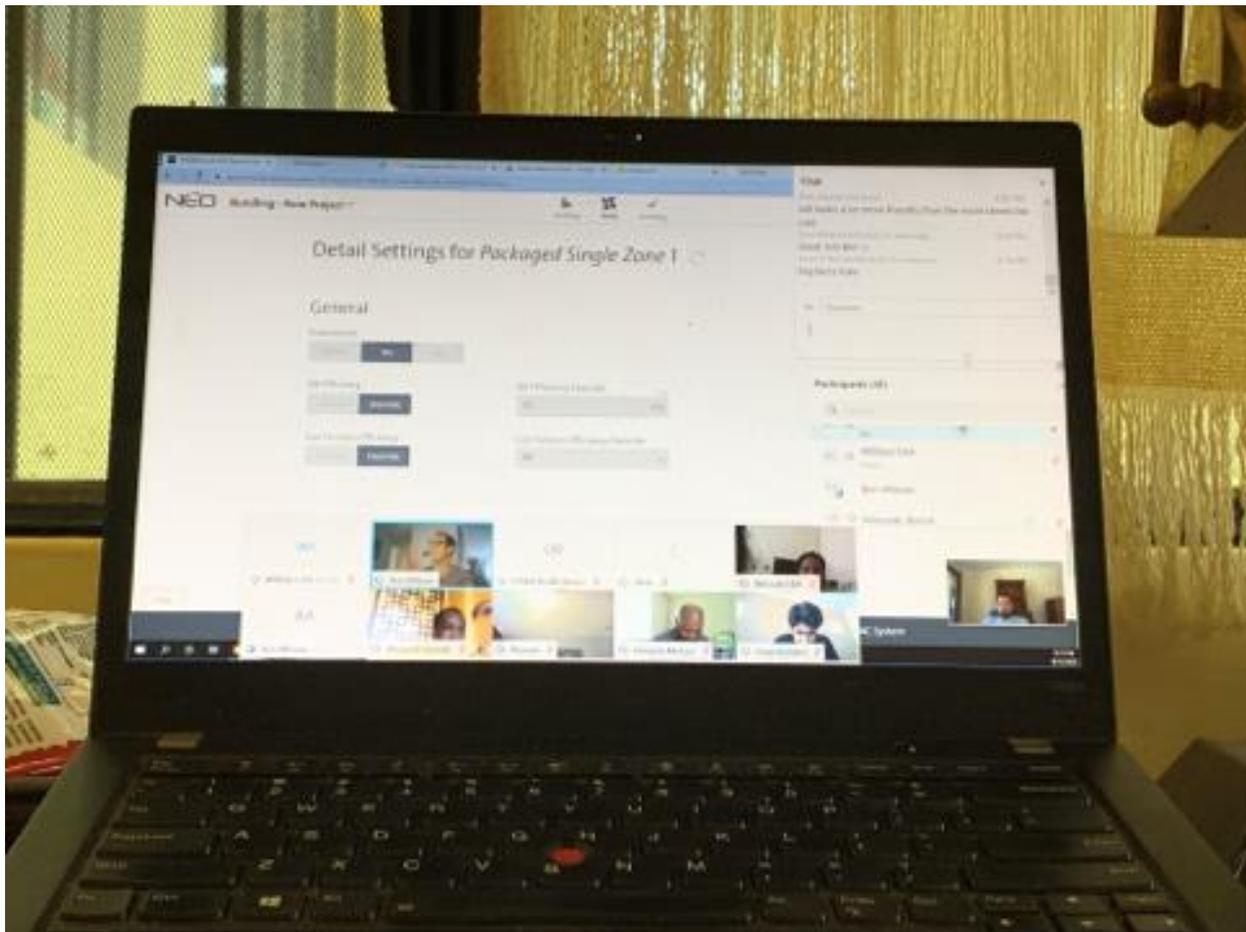
You guys have been incredible. Realistic. Compassionate. I very much appreciate it. I am going to continue to develop my skills and become an expert in this industry.

- Johnny Conyers

Testimonial #2:

Thank so much to the Willdan Clean Energy team. Without your guidance it wouldn't be possible. Everyone was so kind and helpful to me throughout this process and I am very grateful for your continued support!

- Om Nayak



Energy Efficiency and Clean Technology Workforce Training Metrics Table

Contractor Information		
Contractor Name		Willdan Lighting & Electric, Inc.
Agreement Number		142989
Reporting Period (MM/DD/YYYY – MM/DD/YYYY)		06/01/2020 - 06/17/2020
Metrics Summary		
Enter <u>cumulative</u> totals for the project to date:		
A	Total number of individuals receiving training	36
B	Breakdown of training types (total of rows B1, B2, and B3 should equal row A)	
B1	Number of individuals receiving training – Online Training	36
B2	Number of individuals receiving training – In Person Training	0
B3	Number of individuals receiving training – Combination of Online and In-Person Training	36
C	Number of individuals from priority populations receiving training	
C1	Veterans	4
C2	Native Americans	0
C3	Individuals with disabilities	2
C4	Low Income individuals*	4
C5	Unemployed power plant workers	0
C6	Previously incarcerated individuals	3
C7	18- to 24-year olds in work preparedness training programs that include energy related technical training**	0
D	Number of trainers trained	0
E	Number of new curricula developed	0
F	Number of curricula modified	1
G	Certifications earned	36
H	Individuals interviewed for job placement	10
I	New workers placed in jobs within 9 months of completion of training	7
J	<p>Project-specific metrics related to trainees’ achievements (e.g., additional training, credentials earned, advancements, wages, wage growth, internships, pre-apprenticeships, apprenticeships) as outlined in Contractor’s plan for tracking trainee post-training. Provide in the report narrative if more space is needed.</p> <p>Given the current public health crisis, and the dampening impact it has had on hiring new workers, we are continuing to innovate, and make different type of career advancement opportunities available to the graduates, including: Additional continuing education through weekly webinar series; participating in service learning projects with our contractor partners, ongoing wrap-around and career support services like resume and cover letter writing, and facilitation of mock as well as real interviews.</p>	

* Low-income individuals are defined as those whose household’s total income is below or at 60% of the State Median Income, or the household has been determined eligible for or is receiving assistance through the Home Energy Assistance Program (HEAP), Temporary Assistance for Needy Families (TANF), Supplemental Nutrition Assistance Program (SNAP), or other human service benefit program

**Youth work preparedness programs such as BOCES, technical high schools, Conservation Corps, Youthbuild, AmeriCorps, etc

Cost Overview

The total cost per student to recruit, interview, deliver the training, pair with an employer, and track all of the necessary data, after the in-kind contribution is accounted for, comes out to a total cost of **\$1,815** per student.

Given that for Cohort #5, we graduated 36 students, to total costs for this cohort is: **\$65,353**

Project Summary: Project Management and Delivery of the Outreach & Recruitment, Training, Tech Support, and Career Support Services for Willdan Clean Energy Academy [WCEA] Cohort #5 [36 Students]

Expenses by Task

#	Description	Total Cost	Amount In-Kind	Amount Owed
1	Project Management Services	\$8,800	\$3,300	\$5,500
2	Training Service	\$21,753	\$8,503	\$13,250
3	Technical Support Services	\$7,200	\$2,700	\$4,500
4	Outreach & Recruitment Services	\$15,200	\$5,700	\$9,500
5	Career Support Services	\$10,400	\$3,900	\$6,500
Total Due		\$63,353	\$24,103	\$39,250

Expenses by Personnel

Expense Breakdown by Personnel			Cohort #5			
#	Role	Rate	# of Hours	Total Cost	Amount In-Kind	Amount Owed
1	Program Manager	\$160	30	\$4,800	\$1,800	\$3,000
2	Program Coordinator	\$80	50	\$4,000	\$1,500	\$2,500
3	Trainer	\$120	120	\$14,400	\$5,400	\$9,000
4	Training Assistant	\$87	85	\$7,353	\$3,103	\$4,250
5	Curriculum Developer	\$200	0	\$0	\$0	\$0
6	Outreach Specialist	\$100	152	\$15,200	\$5,700	\$9,500
7	Career Specialist	\$120	87	\$10,400	\$3,900	\$6,500
8	Tech Developer	\$240	0	\$0	\$0	\$0
9	Tech Support	\$120	60	\$7,200	\$2,700	\$4,500
TOTAL			584	\$63,353	\$24,103	\$39,250