

# Willdan Clean Energy Academy [CEA]

## Cohort 4 Reporting

**Project Director:** Antuan Cannon  
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**Contract Number:** 142989  
**Purchase Order Number:** 148165  
**Total Invoice Amount:** \$18,750

The Willdan Clean Energy Academy [CEA] supported by NYSERDA PON 3981 funding, successfully completed the fourth cohort of the training, with 17 graduates, in May 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 25 candidates were selected to participate in this online training program out of 68 applications received and 29 scheduled interviews completed. Class began on Monday 4/27/2020 and completed on 5/13/2020 with a final exam.



Our second live virtual training provided us the opportunity to continue to leverage the online outreach and recruitment strategy to engage student participants from a wide variety of locations and backgrounds. Through our collaboration with community based organizations and NYIT we were able to fill the program with deserving students. One issue we faced, students from NYIT were in the middle of finals and several who started the program were unable to finish. They underestimated the level of time needed to complete the training, including quizzes and studying during off hours and attributed to higher than normal attrition rate.

### Class #4 (17 students)

**Location:**  
Online Training Delivery

**Instructors:**

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

### Activities & Accomplishments

The opportunity to host our first 100% virtual training (cohort #3) earlier in April taught us many lessons that we were able to incorporate into this fourth cohort. The feedback we received from participants who were trained during cohort #3 was invaluable and enabled us to find some gaps in the overall delivery of the content.

One major adjustment that we made was adding a “Tech Walkthrough” to the beginning of the training as a stand alone part of the course. Students participated in a 1.5 hour long introduction to all of the various technologies we would be using to create the learning experience. This tech training, hosted by Life3 consulting took place the Saturday prior to Monday’s official start date and ensured that students were capable of utilizing the necessary softwares such as Webex, Google Classroom, Slack, Kahoot and Quizlet. This made the transition into our clean energy training much easier and allowed for more seamless instruction since there were less stoppages to assist students with technology concerns.

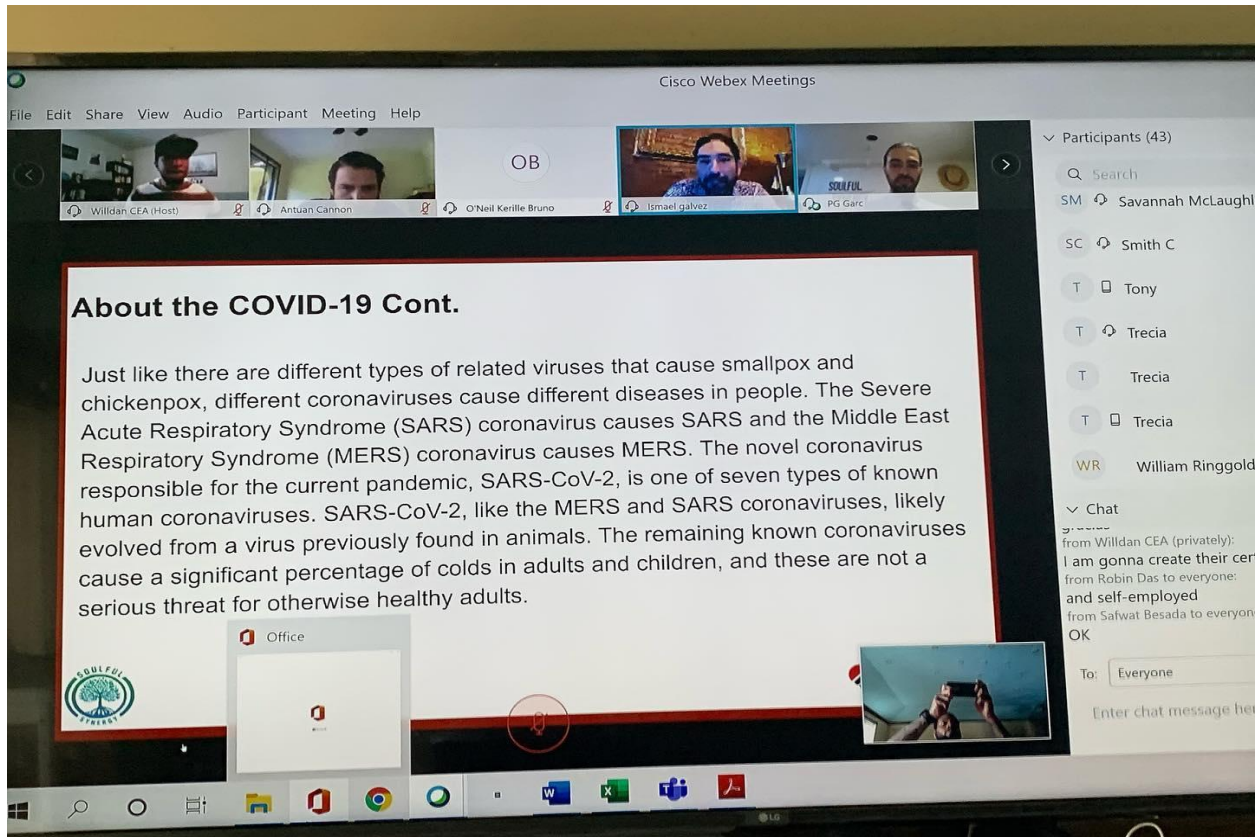
The updates our instructors made to Google Classroom were also instrumental in providing student participants with an improved experience. All of the coursework for the program was properly categorized, labeled and accessible to students throughout the entirety of the program. We also included training videos as needed to educate participants on how to sign NYSERDA surveys remotely, access training videos, presentations, and other vital curriculum.

We were proud to graduate 17 students from the program with improved test scores in relation to those from the previous cohort. The user experience feedback from cohort #4 via student surveys also confirmed that the preparations we took to make the technology more integrated and user friendly helped them feel more confident in their learning. This also was reflected in classroom participation as we were able to interact with more students due to their comfort level with the technologies during class time and off hours.

Although the economy is still at a standstill due to COVID-19 pandemic and many employers are not hiring, we were able to find creative solutions to help students leverage the training they received. Using B3 and NEO energy modeling softwares we assigned students who volunteered real world, experience based service projects, doing energy analysis for commercial buildings.

In preparation for the economy reopening we developed and delivered a COVID-19 specific training to ensure all participants are prepared to enter the workforce safely. The COVID-19 training was delivered to students over a 6 hour period and provided

them with knowledge of the virus, how to protect against it using proper protective equipment and sanitary practices. The course also covered worker's rights and employer's responsibilities as it pertains to maintaining a safe working environment.



## Student Testimonials:

### Testimonial #1:

“None of this would have been possible without your help and I cannot appreciate you and your initiative of Win-Win Campaign enough, which allowed me to gain this experience.

'The first taste' of energy efficiency has got me hungry for more now and I cannot wait to work further alongside the team.”

Naveen Jose James

**Testimonial #2:**

Thank you all so much for this incredible training opportunity. I have learned so much valuable information over these past few weeks and am confident that I can use these new skills to make an impact on the environment. My major at NYIT focused on energy management, and I can now better understand how to apply the concepts learned to real world scenarios.

Manikanta Boddu

**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 outreach, education and implementation assistance initiatives for small commercial properties.

**PROGRAM BENEFITS:**

- 60 Hours of Clean Energy Technical Training
- Learn application of sustainability policies and standards
- Learn use of software tools and energy audit processes
- Build your portfolio of energy audit reports and analysis
- Experience based and service based learning
- Prepare for industry recognized certifications
- Internship Program and Job Placement Services
- Professional Development/Resume Writing and Support Services

**CLASS OPTIONS:**  
Live Virtual Classroom  
Monday April 27, 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@soufulsynergy.org | Phone: (917)830-7157

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**IMPLEMENTED BY:**  
Sustainable United Neighborhoods, GreenTech L.A. DeTS, Life, CSK International, Energy Conservation & Supply, Kwei Energy Group, USL Tech, Spring Bank, WINWIN, Sight Energy, 2030 District, Light Technology Applications, JouleSmart, Afficiomadec

**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) | 04/27/2020 - 05/13/2020           |

| Metrics Summary  |  |    |
|--|--|----|
| <b>Enter <u>cumulative</u> totals for the project to date:</b> |  |    |
| A  | Total number of individuals receiving training   | 17 |
| B  | Breakdown of training types (total of rows B1, B2, and B3 should equal row A)  |    |
| B1   | Number of individuals receiving training – Online Training   | 17 |
| B2   | Number of individuals receiving training – In Person Training  | 0  |
| B3   | Number of individuals receiving training – Combination of Online and In-Person Training  | 17 |
| C  | Number of individuals from priority populations receiving training   |    |
| C1   | Veterans   | 0  |
| C2   | Native Americans   | 0  |
| C3   | Individuals with disabilities  | 0  |
| C4   | Low Income individuals*  | 2  |
| C5   | Unemployed power plant workers   | 0  |
| C6   | Previously incarcerated individuals  | 0  |
| C7   | 18- to 24-year olds in work preparedness training programs that include energy related technical training**  | 3  |
| D  | Number of trainers trained   | 0  |
| E  | Number of new curricula developed  | 1  |
| F  | Number of curricula modified   | 1  |
| G  | Certifications earned  | 17 |
| H  | Individuals interviewed for job placement  | 4  |
| I  | New workers placed in jobs within 9 months of completion of training   | 1  |
| J  | <p><b>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.</b></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, factoring in the in-kind contribution, comes out to a total cost of **\$1,774.29** per student or **\$30,163** total per cohort.

Given that for Cohort #3, we graduated 19 students, to total costs for this cohort is: **\$18,750** when in-kind contribution is accounted for that equals **\$1,102.94** per student.

**Project Summary:** Project Management and Delivery of the Outreach & Recruitment, Training, Tech Support, and Career Support Services for Willdan Clean Energy Academy Cohort #4 [17 Students]

### Expenses by Task

| #         | Description                                | Total Cost | Amount In-Kind | Amount Owed |
|-----------|--|------------|----------------|-------------|
| 1         | <b>Project Management Services</b>         | \$4,800    | \$1,800        | \$3,000     |
| 2         | <b>Training Service</b>                    | \$9,363    | \$3,613        | \$5,750     |
| 3         | <b>Technical Support Services</b>          | \$4,800    | \$1,800        | \$3,000     |
| 4         | <b>Outreach &amp; Recruitment Services</b> | \$7,200    | \$2,700        | \$4,500     |
| 5         | <b>Career Support Services</b>             | \$4,000    | \$1,500        | \$2,500     |
| Total Due |  | \$30,163   | \$11,413       | \$18,750    |

### Expenses by Personnel

| Expense Breakdown by Personnel |                      |       | Cohort #4  |            |                |             |
|--------------------------------|----------------------|-------|------------|------------|----------------|-------------|
| #                              | Role                 | Rate  | # of Hours | Total Cost | Amount In-Kind | Amount Owed |
| 1                              | Program Manager      | \$160 | 15         | \$2,400.0  | \$900          | \$1,500     |
| 2                              | Program Coordinator  | \$80  | 30         | \$2,400.0  | \$900          | \$1,500     |
| 3                              | Trainer              | \$120 | 60         | \$7,200.0  | \$2,700        | \$4,500     |
| 4                              | Training Assistant   | \$87  | 25         | \$2,162.5  | \$913          | \$1,250     |
| 5                              | Curriculum Developer | \$200 | 0          | \$0.0      | \$0            | \$0         |
| 6                              | Outreach Specialist  | \$100 | 72         | \$7,200.0  | \$2,700        | \$4,500     |
| 7                              | Career Specialist    | \$120 | 33         | \$4,000.0  | \$1,500        | \$2,500     |
| 8                              | Tech Developer       | \$240 | 0          | \$0.0      | \$0            | \$0         |
| 9                              | Tech Support         | \$120 | 40         | \$4,800.0  | \$1,800        | \$3,000     |

|              |            |                    |                 |                 |
|--------------|------------|--------------------|-----------------|-----------------|
| <b>TOTAL</b> | <b>275</b> | <b>\$30,162.50</b> | <b>\$11,413</b> | <b>\$18,750</b> |
|--------------|------------|--------------------|-----------------|-----------------|