

Economic Growth & Development
Department of Workforce Development

AGENDA

February 28, 2025

Etu, Strough, Bean, Wild, Turner, Crocitto and Diamond

- I. Committee meeting called to order by Chairman**
 - II. Motion to approve minutes of prior Committee meeting**
 - III. Privilege of the Floor and Public**
 - IV. Action Agenda/New Business:**
 - A. Resolution request for approval to apply for the Champlain Hudson Power Express Green Economy Fund (GEF)
Rationale: A workforce development project to provide training and job readiness skills to formerly incarcerated individuals with the goal of filling local manufacturing jobs and reducing recidivism. Funding from this grant, if awarded, would support the costs for training, materials, curricula, stipends, staffing, and wraparound services.
 - V. Referral/Pending Items**
 - VI. Information for Discussion/Review**
 - A. 2024 review and data share
 - B. General workforce updates
 - VII. Privilege of the Floor and Public**
 - VIII. Motion to Adjourn**
-

Attachments:

- A. Resolution request to apply for a grant
- B. Grant Request for Proposals
- C. Grant proposal application form
- D. Workforce Development 2024 Review Slides

RESOLUTION REQUEST FORM NO. 5

Request to Apply for a Grant Application and Grant Agreement

DEPARTMENT NAME: Workforce Development

DATE: February 28, 2025

- (a) Purpose of Grant:
To cover expenses for a pilot program that will provide job training and readiness skills for formerly incarcerated individuals to obtain local manufacturing jobs
- (b) Name of Grantor:
Champlain Hudson Power Express Green Economy Fund
- (c) Address of Contractor: **323 Charlton Road, Ballston Spa, NY, 12020 or Champlain Hudson Power Express 600 Broadway, Albany, NY 12207**
- (d) Grantor's Contact Person and Telephone Number:
GEF@rockpa.org (800) 991-CHPE (2473)
- (e) Has or Will the Grant Application or Grant Agreement be provided, if so, Please Attach? **Attached.**
- (f) Effective Date of Grant: **June, 2025**
- (g) Termination Date of Grant: **TBA**
- (h) Total Dollar Amount Involved (not to exceed): **\$150,000.00**
- (i) Deadline to Submit Grant Application and/or Grant Agreement:
March 21, 2025
- (j) Is a Budget amendment required? If yes, also complete and submit Form No. 7.
- (k) Are the funds to go into a Capital Project or Capital Reserve Project? **No.** If yes, also complete and submit Form No. 8 or Form No. 9, as applicable.
- (i) Is a Local Share Required? **No** If Yes, Where are the Funds? List Budget Code, Object Code, Full Title* and Amount **OR** Capital Project **OR** Capital Reserve Project Number and Title and Amount:

**Sample: A.1010 470 Legislative Board – Contract \$xx.xx
Capital Project No. H289.9550 480 – Old Jail Renovations \$xx.xx**

*as listed in budget and LOGOS



Champlain Hudson Power Express Green Economy Fund (GEF): Request For Proposals

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I. Background

As part of the Champlain Hudson Power Express project (CHPE), Hydro-Québec and TDI-USA Holdings LLC created the Green Economy Fund (GEF), a \$40 million fund designed to support disadvantaged communities, low-income individuals, and transitioning fossil fuel workers (the “target population”) in accessing and building careers in New York State’s green economy. The GEF was developed in close consultation with local workforce development experts, labor unions, housing authorities, community-based organizations, business groups, environmental non-profits, academics, and other leading organizations.

Funding will be disbursed over the course of 20 years, and grants in this round are expected to be between \$50,000 and \$150,000. Grantees may be considered for additional funding in the future grantmaking cycles based on the performance of their first grant.

Using GEF funds in addition to other funding sources is encouraged but not mandatory. **GEF funding may be used as matching funding for the grant programs offered by the [Empire State Development’s Office of Strategic Workforce Development \(OSWD\)](#) and used to support the program opportunities offered by the [New York State Energy Research and Development Authority \(NYSERDA\)](#), including the [Apprenticeship and Pre-Apprenticeship Clean Energy Training](#).**



II. Objectives and Strategies Supported

The GEF is focused on funding green jobs training programs and wraparound services associated with programs that prepare participants for careers in the green economy. Applicants that serve communities in counties¹ intersected by the CHPE Project Route (see Appendix A) are given priority.

Potential examples of grantee programs include, but are not limited to:

- Workforce development training programs that link disadvantaged and low-income New Yorkers to good jobs in the green economy with sustainable wages.
- Organizations providing wraparound services to workers from the target communities that enable them to connect to and/or sustain themselves in good jobs and training programs.
- Organizations building employer partnerships to create pipelines for participants in trainings or job readiness programming.
- Community colleges or other educational institutions providing adult basic education and the qualifications needed to become eligible for union apprenticeships and jobs training programs with employer partnerships in the green economy for graduates

Acceptable expenses for funding include, but are not limited to:

- Relevant staff expenses
- Training costs (e.g., instructors, curriculum development, materials, equipment)
- Wraparound services (e.g., transportation, case management, addition of professional development curriculum, childcare),
- Costs of recruitment from disadvantaged communities
- Participant stipends or wage supports for graduates placed in jobs.

Please note: We welcome creative solutions that accomplish the goal of preparing and connecting GEF's priority populations to good jobs in New York's green economy. If you have a question about the viability and alignment of your proposal or project, please feel free to reach out to GEF@rockpa.org.

III. Definitions

The RFP seeks to fund organizations that connect New Yorkers in the target population to good jobs in the green economy. Below we further define the focus of the GEF.

- The "target population" includes New Yorkers that are in disadvantaged communities, low-income individuals, or transitioning fossil fuel workers.

¹ These counties include Clinton, Essex, Washington, Saratoga, Schenectady, Albany, Greene, Columbia, Ulster, Dutchess, Orange, Putnam, Westchester, Rockland, Bronx and Queens.



- “Disadvantaged communities” is defined by New York’s 2019 Climate Leadership and Community Protection Act as “communities that bear burdens of negative public health effects, environmental pollution, impacts of climate change, and possess certain socioeconomic criteria, or comprise high concentrations of low- and moderate-income households.” Disadvantaged Communities are identified based on geographic, public health, environmental hazard, and socioeconomic criteria. Please visit [NYSERDA’s Disadvantaged Communities website](#) for more information and to identify whether your organization serves individuals in a disadvantaged community.
- The GEF uses the US Department of Housing and Urban Development’s (HUD’s) definition for “low-income”. HUD sets the lower income limits at 80% of the median income for the county or metropolitan area in which you choose to live. Income limits vary from area to area. More information can be reviewed [here](#).
- “Transitioning fossil fuel workers” is defined as individuals seeking to transition into jobs in the green economy from jobs in the fossil fuels industry.
- “Jobs in the green economy” include skilled trade and manufacturing jobs in renewable energy, energy efficiency, green buildings, sustainable transport, and other jobs created to counter climate change.
- A “good job” is defined as a job that exceeds the minimum living wage² as defined by the [MIT Living Wage Calculator](#), includes basic benefits (e.g., paid leave, health insurance, retirement/savings plan) and/or is unionized, and helps the employee develop the skills and experiences necessary to advance along a career path. Understanding that some populations with the greatest barriers to employment have limited work histories, jobs that lead to a high-quality career path but don’t start at the minimum living wage will be considered.

IV. Minimum Eligibility Criteria

All applicants must serve members of the target population in accessing good jobs in the green economy. Grantees will be asked to demonstrate in their reporting that they serve members of the target population.

Eligible organizations
Nonprofit organizations and/or fiscal sponsors (501(c)(3)s), chambers of commerce (501(c)(6)s), and unions (501(c)(5)s), such as but not limited to: <ul style="list-style-type: none">● Workforce development nonprofits● Community-based organizations● Building trades unions● Nonprofit pre-apprenticeship programs● Community colleges, career and technical education schools, and adult education programming
Limited government entities may be eligible on a case-by-case basis.

² The living wage for 1 Adult with 0 Children as specified by the [MIT Living Wage Calculator](#) will be considered the minimum living wage for the county where individuals served by the program reside.



If you have a question about the eligibility of your organization, please feel free to reach out to GEF@rockpa.org.

V. Proposal Evaluation Overview

Evaluation Criteria	Weight	Notes
Measures of Success	30%	Evaluation of the organization’s or program’s alignment with the GEF’s objectives, and assessment of its measures of success. Proposals will be assessed based on their overall alignment with GEF’s programmatic priorities, the applicant’s experience in the space to design and deliver impactful programs, and clearly articulated metrics of success.
Pathway to Careers	25%	Evaluation of the organization’s or program’s impact on participants’ pathways to employment. Proposals will be assessed based on the likelihood of placement in good jobs in New York’s green economy, and/or the increased readiness or development of tangible skills that position participants as viable candidates for good jobs in New York’s green economy.
Equitable Impact	20%	Evaluation of the organization’s or program’s alignment with GEF’s priority population and capacity to develop and implement equitable programming. The priority population is defined as New Yorkers that are in disadvantaged communities , low-income individuals , or transitioning fossil fuel workers.
Geography	10%	Evaluation of the organization’s or program’s alignment with GEF’s priority geographies. Organizations serving the target populations anywhere in New York are eligible. However, priority is given to programs serving individuals in a county that is intersected by the CHPE route (see Appendix A). Counties intersecting the CHPE Project Route include Clinton, Essex, Washington, Saratoga, Schenectady, Albany, Greene, Columbia, Ulster, Dutchess, Orange, Putnam, Westchester, Rockland, Bronx and Queens. The neighborhoods of Astoria and the South Bronx are priority within the Bronx and Queens counties.
Organizational Stability	15%	Evaluation of the organization’s and program’s financial and operational health and sustainability.

VI. Evaluation and Reporting

As a part of the GEF Proposal, you will be asked to indicate the metrics you are currently and/or plan to measure as a part of your project. If selected as a grantee, GEF administrators will provide a template to



report project impact with defined metrics on a quarterly basis. Grantees will have the opportunity to add additional impact measurements if they choose to further contextualize their work.

For reference, below is a table with common metrics for workforce development and wrap-around services.

Example Workforce Development Metrics
Total Reach (# of people served through your project)
Number of recruitment activities
Number of participants enrolled
Number of participants who complete the program
Number of participants placed in jobs
Job information like geography, wage, growth opportunities
Number of job placement partners and relevant information about partnership industries
Demographic Data about participants
Example Wraparound Services Metrics
Description of support services provided
Number of people receiving support services
Outcomes of support services (examples of how services better prepared recipients to work in the Green Economy)

The GEF reserves the right to change its evaluation criteria and/or the dates for RFP issuances.

VII. Timeline, Submission, and Payment Information

To submit a proposal you must complete the proposal form found at the link below.

[PROPOSAL FORM LINK](#)

Please note that you are not able to save your progress in the form. Accordingly, we have provided a word document of the proposal form which you can find on the [RFP website here](#), which also includes a list of the necessary documents for submission. If it is helpful, you can use this form to complete your answers and



simply copy and paste into the electronic proposal form when ready. **You must submit a proposal through the online form to be considered for funding.**

If you have any questions, please reach out to GEF@rockpa.org

Milestone	Date*
RFP released	Monday, February 10 th
Submissions due	Friday, March 21 st
Interviews, as needed, with finalists**	Through mid-April
Grantees selected	June

**Dates are subject to change. Any changes will be announced in places where the RFP is publicized.*

***Interviews will be conducted as needed and on a rolling basis.*

Questions may be directed to GEF@rockpa.org. Answers will be made public to all applicants and on the RFP website [here](#).

Please note: Selected grantees will be provided grants to be paid on a reimbursement model. Grantees will submit quarterly reports, inclusive of impact information and relevant expenditures, that will catalyze grant payments to reimburse reported expenses.

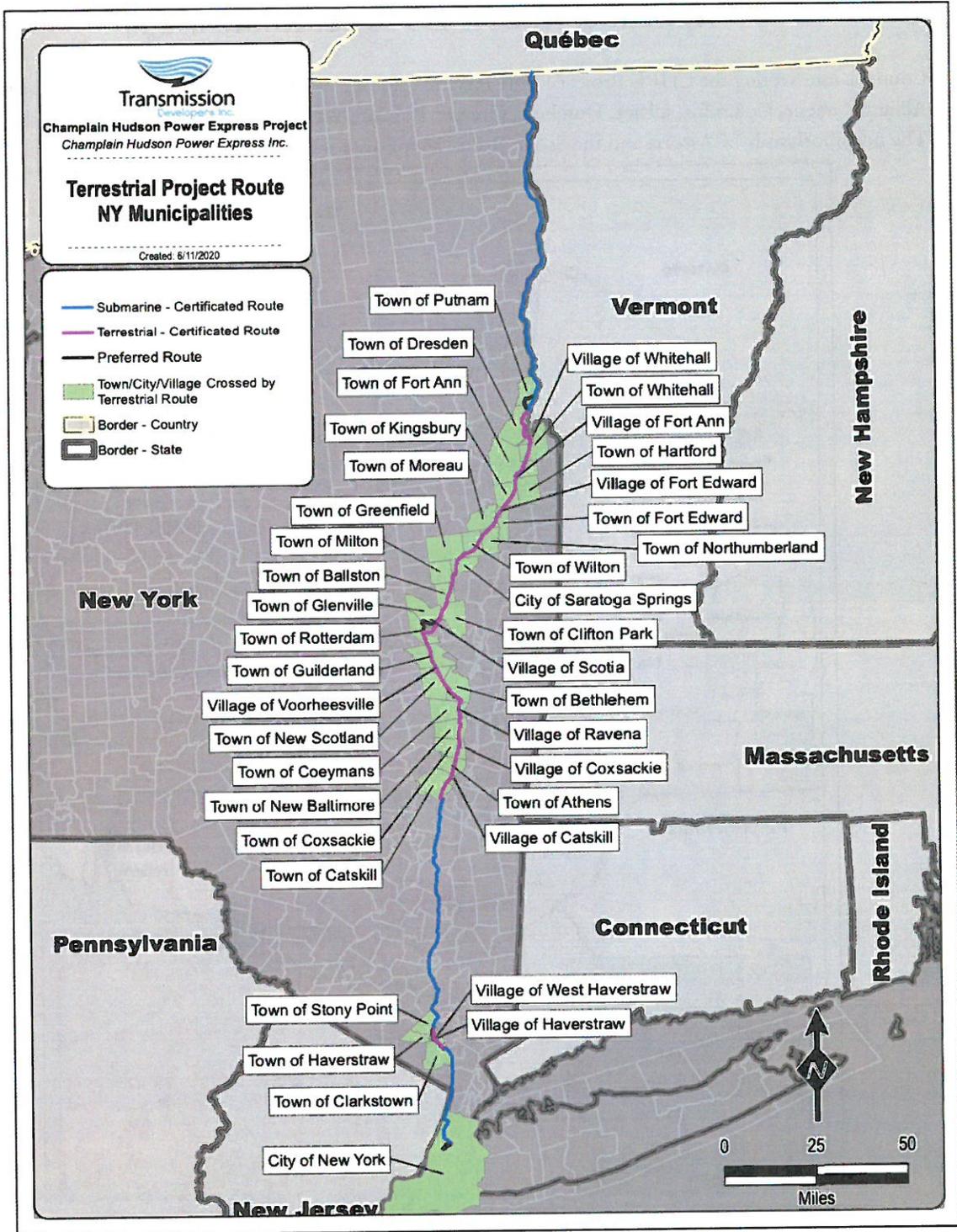
VIII. Appendices

- A. CHPE Project Route Maps

Appendix A: CHPE Project Route Maps

Counties intersecting the CHPE Project Route include Clinton, Essex, Washington, Saratoga, Schenectady, Albany, Greene, Columbia, Ulster, Dutchess, Orange, Putnam, Westchester, Rockland, Bronx and Queens. The neighborhoods of Astoria and the South Bronx are priority within the Bronx and Queens counties.





Green Economy Fund Spring 2025 Proposal Application Form

Thank you for your interest in applying for funding from the Green Economy Fund (GEF). GEF is focused on funding green jobs training programs and wraparound services associated with programs that prepare participants for careers in the green economy. Applicants that serve communities in counties intersected by the CHPE Project Route (see Appendix A in the RFP) are given priority. Please refer to the Request for Proposal (RFP) document found at the link below to find summary information about GEF and the funding opportunity, including examples of projects, relevant definitions, identification of priority populations, and proposal evaluation criteria. RFP LINK: <https://rockpa.box.com/s/fzyqm9dhuyvugcg4vg14xn64xeyayuue>

The GEF is designed to mitigate the most pressing challenges facing green workforce development. GEF administrators will work with selected grantees to design individualized reporting metrics to track impact based on proposed responses. If you have any questions throughout this process, please reach out to GEF@rockpa.org.

Organization Name *

AKA/DBA Name (if applicable)

Organization Website *

Address Line 1 *

Address Line 2

City *

State *

Zip Code *

Fiscal Year (Please indicate the beginning and ending month of each fiscal year) *

Organizational Budget of Most Recently Completed Fiscal Year *

Please share the total budget number for your most recently completed fiscal year.

Organizational Budget for Current Fiscal Year *

Please share the total projected budget number for your current fiscal year.

Primary Organizational Contact Name *

Primary Organizational Contact Email *

Primary Organizational Contact Phone

Secondary Organizational Contact Name (optional)

Secondary Organizational Contact Email (optional)

Secondary Organizational Contact Phone (optional)

Do you have a fiscal sponsor? *

EIN/Tax ID Number (either your organization or your fiscal sponsor) *

Grant Request Amount *

Grants may be requested up to \$150,000

Are you requesting general operating or project support? *

Organizational Overview *

Please provide a description of your organization. Be sure to highlight mission, vision, and values, as well as services offered, and specific priority populations or geographies served. Please also note why your organization is well positioned to address the workforce and economic transition challenges in your community.

Target Population *

GEF aims to support disadvantaged communities, low-income individuals, and transitioning fossil fuel workers (the "target population") in accessing and building careers in New York State's green economy. Please describe the population your organization or program will serve. In your response, please elevate the barriers to employment and how your work will enable people to overcome them.

Disadvantaged Communities *

Please visit NYSEDA's Disadvantaged Communities website (<https://www.nyserda.ny.gov/ny/disadvantaged-communities>) for more information about how "disadvantaged communities" is defined. Please use the guide here (<https://climate.ny.gov/-/media/Project/Climate/Files/Disadvantaged-Communities-Criteria/List-of-Disadvantaged-Communities.pdf>) to indicate which census tracts include communities you serve. If your work does not serve any identified communities, please write "none"

GEF Priority Communities

Please review the priority communities in Appendix A in the RFP (linked above) and indicate all those where your work reaches. If your work does not serve any of these priority communities, select "none".

- None
- Town of Putnam
- Town of Dresden
- Village of Whitehall
- Town of Whitehall
- Village of Fort Ann
- Town of Fort Ann
- Town of Kingsbury
- Village of Hartford
- Town of Moreau
- Village of Fort Edward
- Town of Fort Edward
- Town of Northumberland
- Town of Wilton
- Town of Greenfield
- Town of Milton
- Town of Wilton
- City of Saratoga Springs
- Town of Ballston
- Town of Clifton Park
- Town of Glenville
- Town of Rotterdam
- Village of Scotia
- Town of Guilderland
- Village of Voorheesville
- Town of Bethlehem
- Town of New Scotland
- Village of Ravena
- Town of Coeymans
- Town of New Baltimore
- Village of Coxsackie
- Town of Coxsackie
- Village of Athens
- Village of Catskill
- Town of Catskill
- Town of Stony Point
- Village of West Haverstraw
- Village of Haverstraw
- Town of Haverstraw
- Town of Haverstraw
- New York City - Astoria, Queens
- New York City - South Bronx

Employment Pathways *

How does your organization or program meet the challenge of preparing the target population for good jobs in the green economy? Please describe the professional opportunities your work supports participants to prepare for. If applicable, include information you have on wages, benefits, and room for advancement. Jobs should meet the MIT Living Wage (<https://livingwage.mit.edu/states/36/locations>) definition for 1 Adult and 0 Children in your respective county, initially or in the future.

Employment Partnerships *

Describe any partnerships you have with employers, including ways employers help shape your activities. If you are seeking this funding to help establish a new employer partnership, describe the benefits of the envisioned partnership and why it's achievable. Letters of support are optional.

Community Engagement *

How is the community you serve included in your organization's decision making? For instance, do any senior staff or Board Members come from or reside in the community? Is community consulted or given voice to inform ongoing strategy?

Evaluation *

What are the primary ways you measure and track your organization's or program's impact? If you are launching a new initiative, describe how you plan to measure and track your progress and on what timeline you expect to show results.

Metrics *

Please provide the key metrics of your program or organization that you already collect, quantitative and qualitative. Please refer to the RFP for examples of metrics that are typical for workforce development and wraparound services organizations.

Most Recently Completed 990 *

If fiscally sponsored, please provide your fiscal sponsor's 990

Attach file
Drop files here

Current Fiscal Year Organizational Budget *

If fiscally sponsored, please provide both an organizational budget for your fiscal sponsor and a total budget for your organization in this field.

Attach file
Drop files here

Current Fiscal Year Project Budget *

Please submit a project budget in the template provided here:
<https://rockpa.box.com/s/05jqn4q3vj09i0e16mu5nipqfi0tmg0f>

Attach file
Drop files here

Audited Financials *

Please submit the past two completed fiscal years' audited financials (If the most recently completely fiscal year financials are not yet audited, please provide an unaudited balance sheet and income statement / If you are fiscally sponsored, please provide your fiscal sponsor's financial documents.)

Attach file
Drop files here

Board of Directors *

Please submit a list of your board of directors with organizational affiliations. Please provide a board list for both your organization and fiscal sponsor, if applicable.

Attach file
Drop files here

Organizational Leadership *

Please provide bios of your organizational leadership

Attach file
Drop files here

Project Leadership

If applicable or different from organizational leadership, please provide bios of those who will lead the specific project under consideration.

Attach file
Drop files here

IRS Determination Letter *

Please provide your determination letter of your 501c3, 501c5, or 501c6 status.

Attach file
Drop files here

Select

Additional Attachment (optional)

Attach file
Drop files here
Projected Reach

Please use this space to provide any additional information on reach.

Please use this space to provide any additional information on completion rates.

Does your project track job placement numbers?

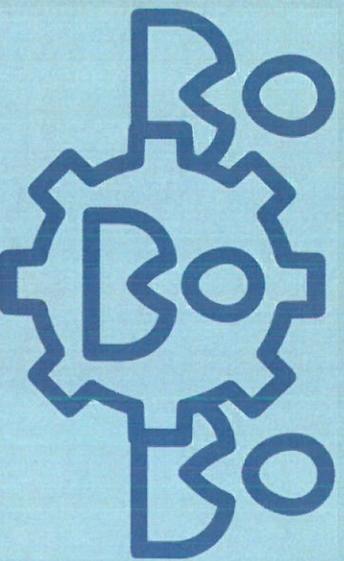
Projected Job Placement

Please use this space to provide any additional information on job placements

Does your project provide support services?

Please use this space to provide any additional information on support services.

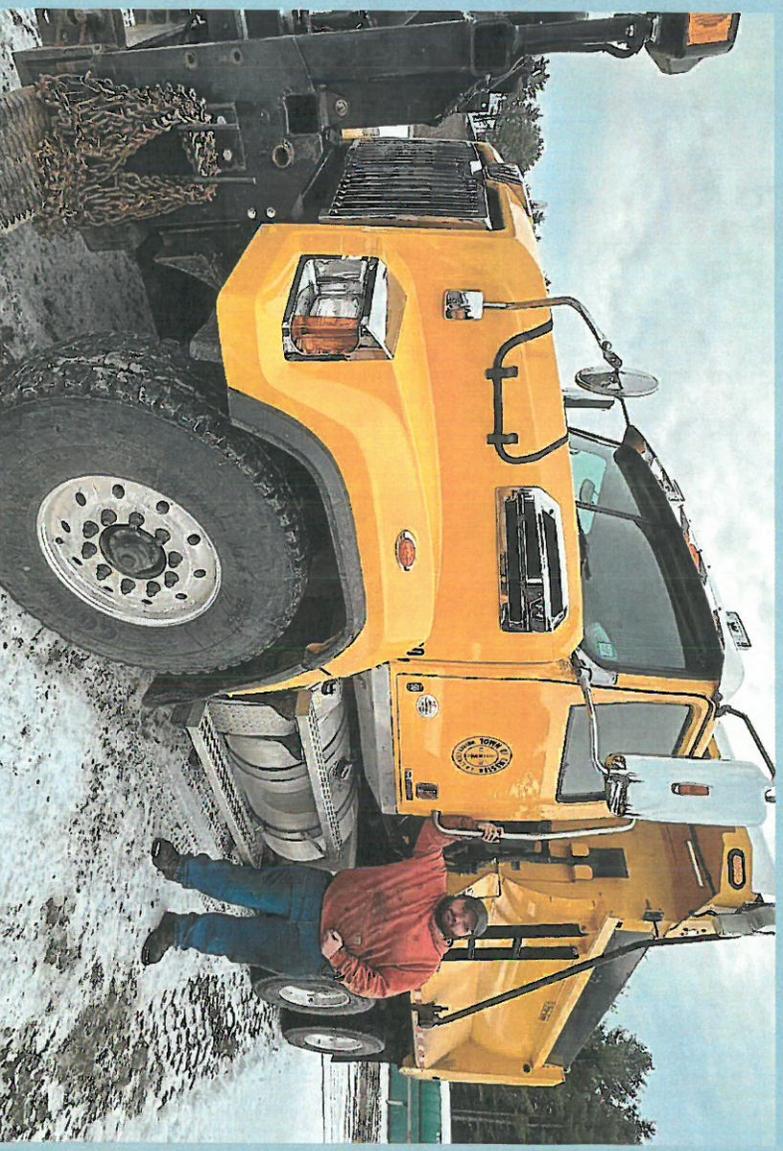
Warren County Workforce Development



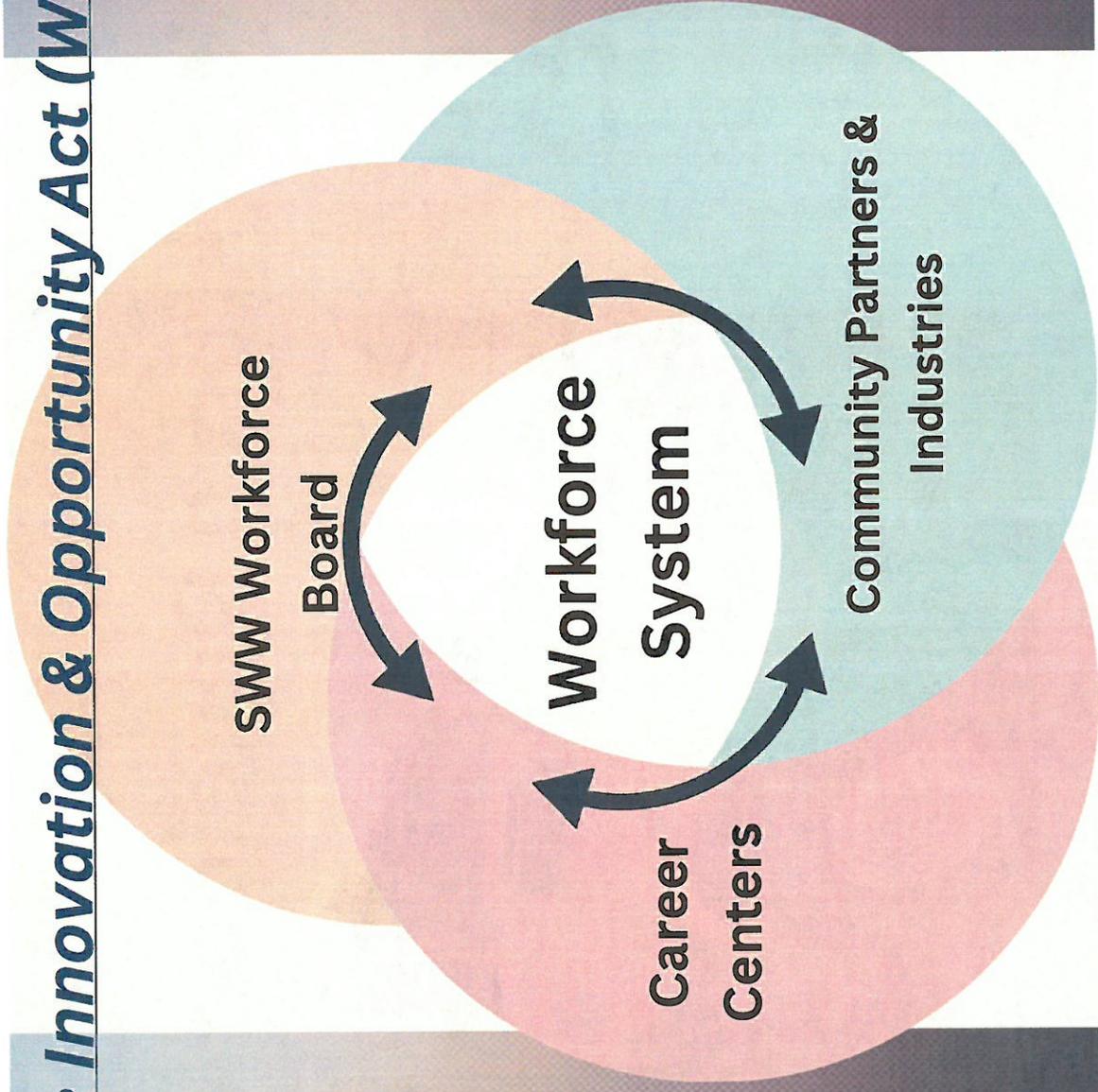
Warren County Career Center
333 Glen Street, Suite 300

Glens Falls
thejoblink.org

american **jobcenter**
Warren County, NY



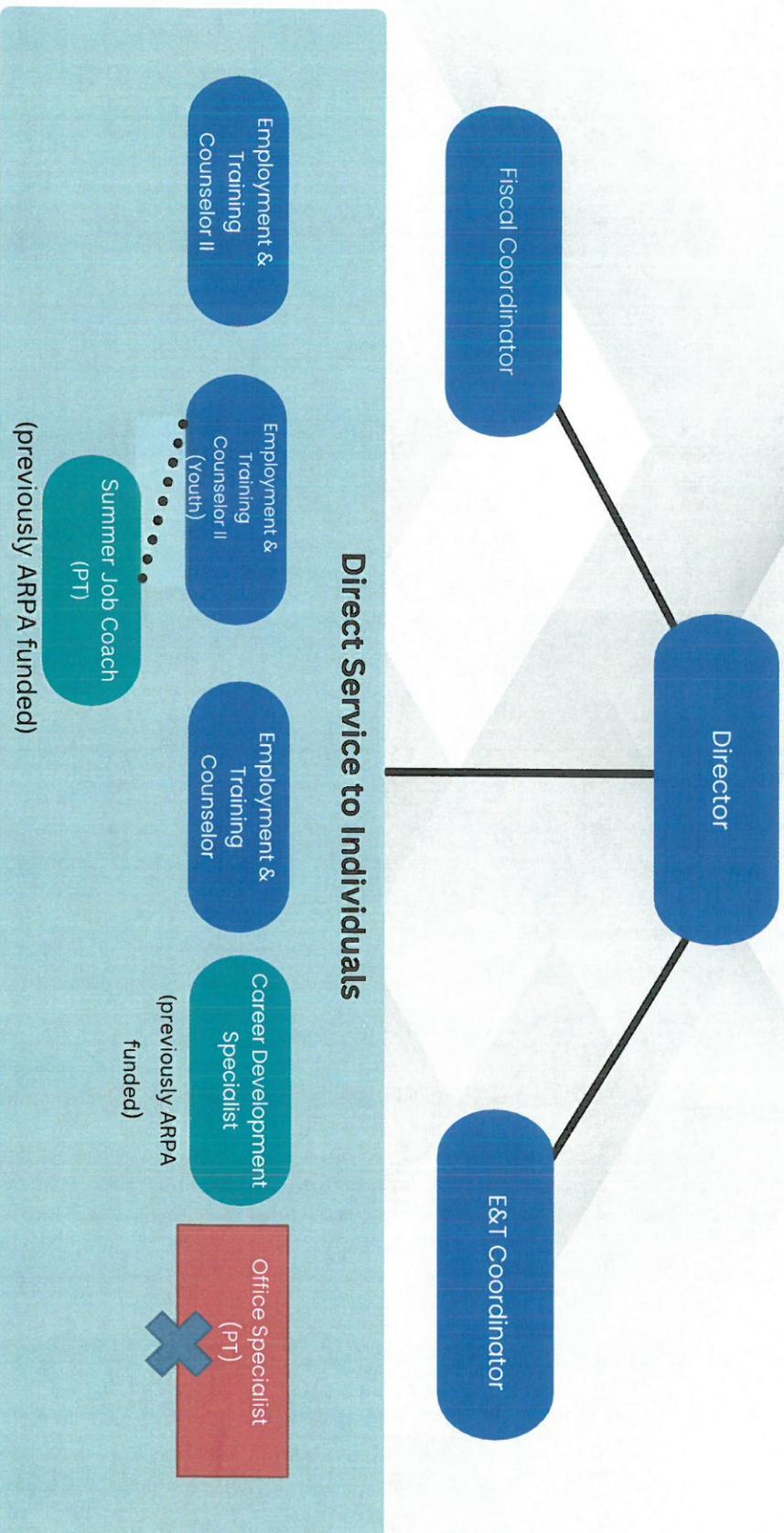
Workforce Innovation & Opportunity Act (WIOA), 2014





WARREN COUNTY

WORKFORCE DEVELOPMENT



Warren County Labor Statistics

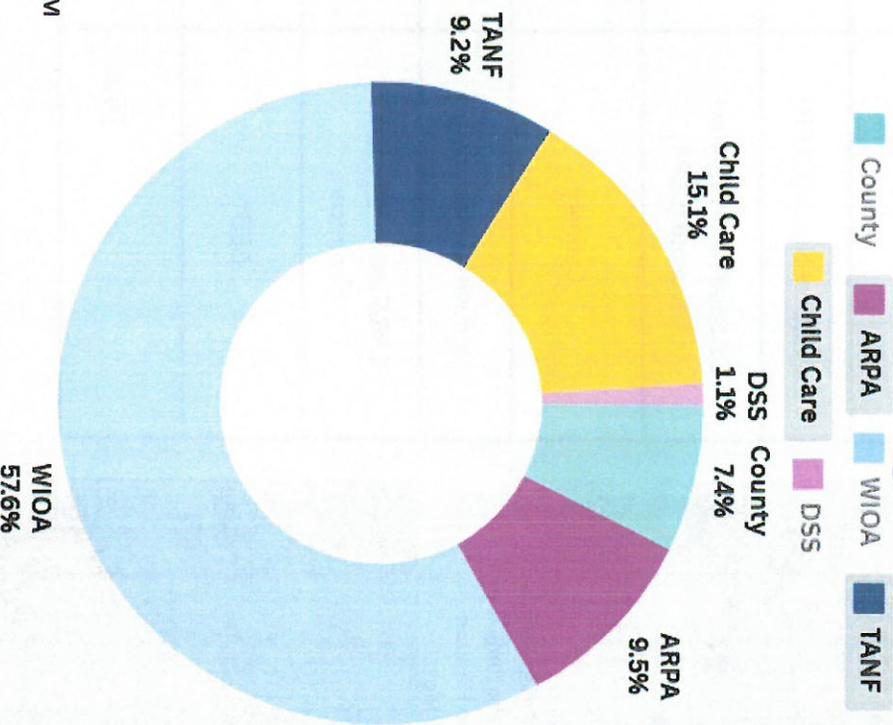
	Total Labor Force	Employed	Unemployed	Unemployment Rate
August 2019	33,600	32,400	1,200	3.6%
December 2019	31,300	29,600	1,700	5.4%
April 2020	31,000	25,100	6,000	19.2%
August 2020	32,600	30,600	2,000	6.3%
December 2020	30,600	28,700	1,900	6.1%
August 2024	31,500	30,400	1,100	3.5%
December 2024	29,700	28,500	1,200	4.0%

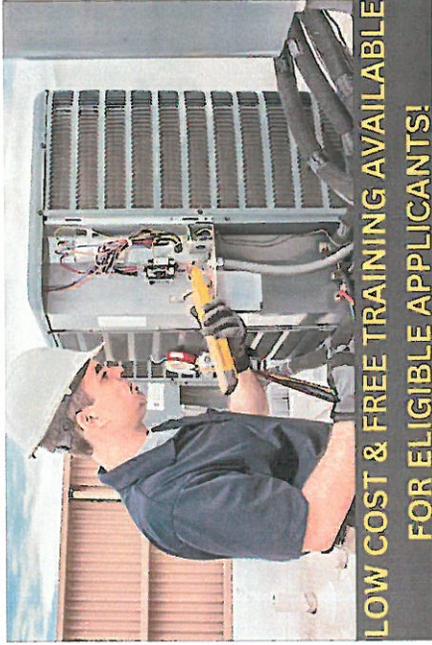
Source: NYS Department of Labor

Workforce Annual Budget 2024

WIOA	\$780K
ARPA	\$129K
County	\$100K
TANF	\$125K
Child Care Grant	\$205K
DSS Reimbursements	\$15K

Total estimated revenue \$1.3M





LOW COST & FREE TRAINING AVAILABLE FOR ELIGIBLE APPLICANTS!

- HVAC-R
- Electrical Technician
- CDL-A/B
- Home Inspection
- Machine Tool Technology
- Asbestos Removal
- OSHA 10, 30, or 40
- Food Service Manager
- CNA
- LPN
- CRPA-P
- EKG
- Dental Assistant
- Phlebotomy
- Food Handler
- And More!

Local certified training partners include: WSWHE BOCES, SUNY Adirondack, Metrix, and others!

Sponsorship applications are available for Warren County residents at the Warren County Career Center.

333 Glen Street, Suite 300
Glens Falls, NY 12801
518-743-0925

Open Monday-Friday 8:30am-4:30pm



2024 Training Sponsorships

WIOA \$52,322.47
Warren County \$58,309.50
ARPA \$50,015.71
Total \$160,647.68

**4 GED Graduates this past year and all 4 are employed and 2 are also enrolled at SUNY ADK*

5 College Interns supported local organizations or businesses!



Supportive Services:

Work Boots: 2

Transportation: 33

Total 35

CDL A/B	36
Welding	3
Practical Nursing (LPN)	7
Certified Recovery Peer Advocate (CRPA)	7
Culinary	1
Industrial Machining	1
CPR/First Aid/General Healthcare	7
GED*	18 enrolled
Total	80

Greater Capital Region Career Centers February 2025 Virtual Workshops

Monday	Tuesday	Wednesday	Thursday	Friday
		10am Resume Development	11am Transferable Skills	
	10:30am Interview Preparation	10am Goal Setting		
			11am Completing Job Apps	10:30am Networking
	11am Overcoming Barriers		1:30pm Social Media	

2024 Workshop Attendance

Transferable Skills	266
Resume Development	224
Interview Preparation	549
Goal Setting	239
Completing Job Apps	247
Overcoming Barriers	262
Social Media	213
Networking <i>(New in 2024!)</i>	200
Total	2200

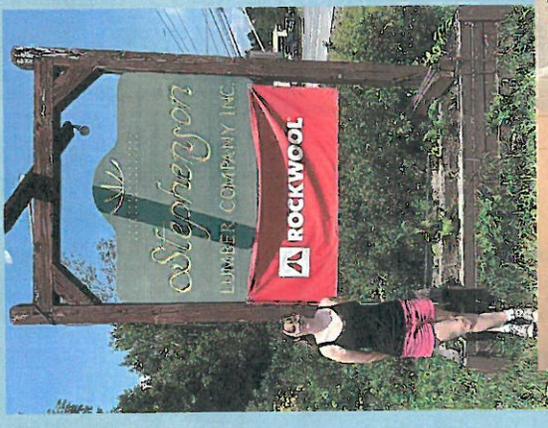
Summer Youth Employment Program (SYEP)

34 youth

9 zip codes

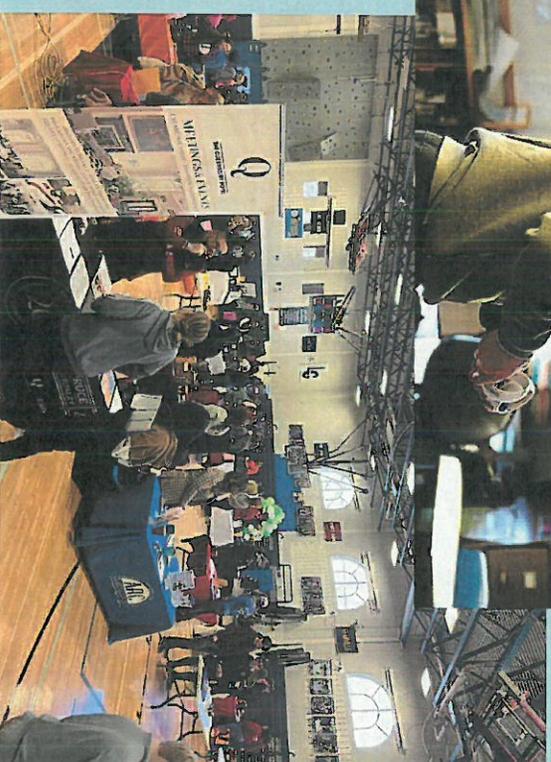
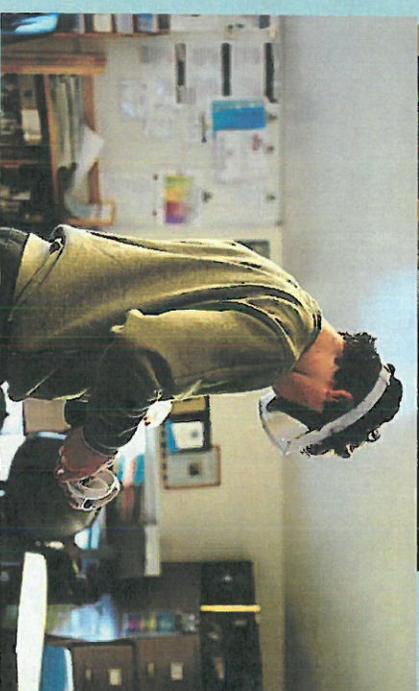
19 worksites

Hundreds of summer lunches
served in Operation Food Chain!



Additional Youth Programming

- 7 youth participated in a mentorship program for 12 weeks during the fall and winter
- Year-Round Work Experience provided more long-term placements for youth and young adults
- Virtual reality job exposure increased outreach to new groups
- HS job fairs & Career Exposure, Growing Career & Technical Education at school districts



Challenges

- Greatest barriers to employment continue to be: housing, transportation, child care, mental health, criminal records, skill deficits, demographics, technology gaps
- Vulnerable populations: veterans, seniors, youth, justice-involved, in recovery from addiction, people with disabilities: each have own challenges
- Retention and workplace culture
- Gov bureaucracy and program audits
- Grant restrictions
- Different fiscal years
- Uncertainty of federal funding and future grants

