

Clean Energy & Tech Careers

Request for Proposal (RFP)

Overview

As a key partner in realizing the state's clean energy goals, Con Edison is making investments to usher in this future equitably and efficiently. Our vision is for every New Yorker to be able to share in the benefits of this transition, including the career opportunities the green economy is creating. One of the ways we are doing this is by supporting workforce development programs that equip high school, college, university and trade school students with the skills, competencies and experiential learning that will lead to sustainable, well-paying careers in clean energy and technology fields.

Con Edison is issuing this Request for Proposals (RFP) to community-based organizations, educational institutions and coalitions or alliances of institutions, to advance a diverse green energy talent pipeline in the New York area.

We envision this effort as a three-year workforce development program which builds meaningful community and labor engagement with cross-institution alliances to create, sustain and deliver education access, skill specific training, and career pathing and placement for students from disadvantaged communities to gain careers in the clean energy and technology sectors.

Institutions competing for funding will be required to bring a history of successful recruitment practices to serve students in disadvantaged communities and provide those students with career preparation programs and a continuum of experiences that ultimately lead to job attainment and a career trajectory in New York's green economy.

Successful applications will demonstrate cutting edge program development coupled with clear and measurable outcomes for students. These applications will evidence cross-institution collaboration that ensures a seamless transition of students moving them from awareness of clean energy and technology careers to specific skills training and experiences, to job placement, certification, and career pathing (employment services or internship) support.

Con Edison encourages community-based organization applications from existing collaborations or newly formed alliances of organizations. In a collective group scenario, a designated 501c3 nonprofit is required as the fiscal agent for funding. Each applicant should:

- Clearly identify the lead organization of the collaboration and any agreements and performance standards to which all participants will be accountable
- Provide evidence of previous successful collaborations or alliance of all participants
- Specify a clear approach to measurement and evaluation (both formative and summative) which provide continuous program improvement and the illustration of metrics and performance goals overall

- Demonstrate program development and implementation capacity and a history of success in working within a collaborative
- Specify the types of education programming and skill sets that will lead to jobs and careers for in-demand clean energy and technology roles for students from historically disadvantaged communities
- Demonstrate a capacity to retain and place students in jobs and career opportunities
- Provide opportunities for Con Edison professionals to advise, mentor and otherwise become involved in program development, program provision and student support (such as mentoring and career advising)
- Clearly outline specific data, trends and other supporting information which frame the challenges of gaining access and entry into clean energy and technology career for students from disadvantaged communities

What qualifies?

Jobs and careers in clean energy and technology include, but are not limited to:

- Land-based wind and solar, offshore wind, hydropower, hydrogen power, fuel cells using renewable fuels, battery energy storage and other clean energy and engineering preparation for an environmentally responsible energy system.
- Climate change adaptation for residential housing and commercial development with end-user sustainability.
- Environmental restoration and reclamation careers which address risks due to flooding and extreme heat.
- Technology and clean energy degree, certification and credentialing programs that accelerate a clean, reliable, and equitable energy future and which address career pathways and job placement in industries described above.
- Green space preservation and blight reduction vocations that include experiential learning programs that protect New York's natural resources and promote equitable land use projects provided to traditionally underserved and under-resourced populations.

NOTE: Applicants do not have to include all of the above in their proposals.

Who qualifies?

- Nonprofit organizations
- Post secondary institutions
- Nonprofit trade schools and other nontraditional clean energy and technology training programs

What should be included in the application?

Applicants should include the following information in their submissions:

- Theories of change underlying the goals and outcomes of their proposed programs
- Demographic, socio-economic and other data on communities to be targeted for their program
- Clear and measurable goals for the program including specific educational outcomes and service level targets for the desired number of participants to be served
- An overview of each applicant agency, their roles in the project and their history of successful work in the areas addressed by the application
- An overview of the governance that will be used to drive the project
- A timeline which includes major milestones for project achievement in the coming three years
- A topline evaluation plan and timelines for formative and summative reporting on program efficacy and outcomes
- Evidence of diversity in the leadership of all participating agencies
- Evidence of capacity to sustain and/or expand the current service offerings of participants
- An example MOU or other agreement which the participants will enter into to ensure program progress
- An overall project budget which includes allocations of grant amounts to be directed to each partner and the purpose for each allocation
- Letters of support from prior successful collaborative partners for each participant
- Job descriptions for students/potential employers

What funding amounts are available?

This is a three-year grant program which will be considered for renewal annually based on successful completion of project milestone achievements and targeted outcomes to improve the quality of life in the neighborhoods we serve. A total of \$1M will be available for seed funding of projects in the first year, with proposed programs beginning their work in calendar year 2024. Successive years funding amounts will be determined based on outcomes and impact.

Process

Between September and October 2023, Con Edison will intake applications and review them for eligibility, alignment, and fit with the RFP goals to facilitate a clean energy future which include 1) supporting meaningful community and labor engagement; (2) investing in New York's workforce; (3) advancing diversity, equity, inclusion, economic opportunity and accessibility; and (4) contribute to a goal of 40% of clean energy investments flowing to disadvantaged communities with particular priority for communities defined as DACs by the State of New York. In addition to internal review, the Con Edison Strategic Partnerships team will conduct site visits with all applicant organizations. Priority will be given to applications which clearly address traditionally underserved and underrepresented communities and populations. Awards will be announced in November of 2023 with an anticipated implementation period beginning in January of 2024.

Deadlines & Notifications:

- Application materials must be emailed to **powerofgiving@coned.com** on or before October 30, 2023 at 5:00 p.m. ET.
- Nonprofits will be notified of the selection decision in November 2023.
- Grant will have an anticipated implementation period starting in January 2024.
- If you have any questions, please contact Con Edison's Strategic Partnerships team at **powerofgiving@coned.com**.