



NYSERDA

On-The-Job Training Program

PON 3982

Darina Mayfield, Project Manager
Adele Ferranti, Program Manager

Nov. 6, 2020

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If you are a homeowner or renter looking for programs and services, see the [Home and Residents](#) page. The Funding Opportunities below are targeted towards businesses and researchers.

Technical questions should be directed to the project managers listed. The main NYSERDA phone number is toll-free 1-866-NYSERDA or local 518-862-1090. Extensions and e-mail addresses for the project managers are listed below.

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PON 3982

On-the-Job Training for Energy
Efficiency and Clean Technology,
\$14 million



All incentives, maximum funding amounts (i.e., caps) and COVID-19 specific provisions are subject to change on 12/31/20

On-the-Job Training (PON 3982)

Goals

- To reduce the costs to clean energy businesses for recruiting, hiring, and training new workers
- To teach new workers occupational skills to help clean energy businesses succeed

On-the-Job Training (PON 3982) Program Resources

- \$14 million in incentives available statewide, including limited funding for Long Island energy efficiency and clean technology businesses
- NYSERDA works closely with the **New York State Department of Labor** to implement the program

On-the-Job Training (PON 3982)

Target Audience

- “Workers” include those who design, manufacture, specify, sell, distribute, install, operate, maintain, repair, inspect energy efficiency and clean energy technologies and systems
- Priority populations
- Energy efficiency and clean technology businesses

Priority Populations

NYSERDA workforce development programs prioritize initiatives that serve priority populations, including:

- Veterans
- Native Americans
- Individuals with disabilities
- Low-income individuals
- Unemployed power plant workers
- Previously incarcerated individuals
- 18- to 24-year-olds participating in work preparedness programs (BOCES, technical high schools, Conservation Corp, YouthBuild, AmeriCorp, etc.)
- Residents of Potential Environmental Justice Areas as defined by NYS Department of Environmental Conservation

On-the-Job Training (PON 3982) Eligible Applicants/Businesses

Businesses must provide services in the following areas:

- High efficiency HVAC
- Renewable energy heating & cooling, water heating
- High efficiency lighting and controls
- Building automation and controls
- Smart grid
- Energy storage
- Solar Electric
- Other related areas

On-the-Job Training (PON 3982)

Eligible Applicants/Businesses (Cont'd)

Eligible Applicants must meet these basic requirements:

- Have at least one physical business location in NYS
- Conduct OJT at a NYS job location and demonstrate relation to CEF goals
- Be in good standing with any prior or current NYSERDA contracts or NYSDOL grants
- Provide all information requested in the Application Process and have clearly set objectives for the use of funds
- Pass a New York State Department of Labor due diligence review
- Have at least two or more employees or the equivalent of two full-time employees
- The candidate being hired under the incentive program must reside in NYS

PON 3982 - On-the-Job Training Incentives

Categories	Number of Employees	Reimbursement Rate (up to \$16/hr)	Reimbursement Period	
			Traditional Worker	Priority Population Worker
Energy Efficiency & Clean Energy	2 - 100	50%	16 Weeks	24 Weeks
	101 or more	50%	Not Eligible	24 Weeks
Solar	2 employees or more	50%	Not Eligible	24 Weeks
Heat Pumps	2 employees or more	75%	16 Weeks	24 Weeks

Funding is capped at \$150,000 per business for traditional workers.

No maximum cap for businesses of any size hiring priority populations.

Average Hourly Rate

\$18.17

Summary: Steps to Apply

Step 1

Businesses submit an “Intent to Apply” e-mail to PONOJT@nyserda.ny.gov.

(General company info, job title, job description/list of job duties, and hourly salary range for each anticipated position)

Step 2

Upon receipt of the “Intent to Apply” email, businesses who meet eligibility criteria or resolve unmet eligibility criteria, will have their “Intent to Apply” information forwarded to the NYSDOL for a due diligence review.

Businesses will be notified if they passed the NYSDOL due diligence review or how to resolve issues found during the review.

Summary: Steps to Apply con't

Step 3

Businesses who pass the NYSDOL due diligence review or resolve pending issues will be contacted by a NYSDOL Business Services Representative (BSR).

The NYSDOL BSR will work with the business on recruitment, skills assessment and completing the Business Application and training plan.

The resulting OJT contract, which will include the Business Application and training plan, will be between NYSERDA and the business.

PON 3982 – On-the-Job Training

Total On-the-Job Training Hires = 342

Priority Population Hires = 81 (24%)

Priority Population Category	# of Hires
Low Income	38
Veterans	19
Environmental Justice Zone Residents	9
Formerly Incarcerated	8
18-24-year-old Technical Training Students	5
Individuals with Disabilities	1
Native Americans	1

Technology Area	# of Hires
High Efficiency HVAC	45
Energy Efficiency/Weatherization	11
Other	6
Smart Grid	6
Renewable Heating and Cooling	4
Solar Electric	4
Building Automation & Controls	2
Lighting & Controls	2
Energy Storage	1

On-the-Job Training (PON 3982)

Approximately \$2,300,000 provided to date for 80+ businesses to hire new workers.

Types of Companies

- HVAC contractors
- Geothermal contractors
- Insulation & Home Performance contractors
- Solar PV contractors
- Lighting & Electric contractors
- Energy Efficiency and Weatherization contractors
- Module Construction contractors
- Rechargeable Battery & Energy Storage companies
- Electric Vehicle Charging companies

Types of Jobs

- HVAC Installer/Technician
- Insulation Technician
- Hydronic Mechanic
- Energy Auditor/Advisor
- Program/Project Coordinator/Manager
- Battery Chemist/Engineer
- EV charging station installer
- Lighting Technician
- Sales Rep/Manager
- Solar PV Installer
- Fabricator
- Smart Grid Engineer
- Site Surveyor

Average Hourly Rate

\$18.25

Average Wage Subsidy for 4 – 6 Months

\$7,000



Thank You!

Darina.Mayfield@nyserda.ny.gov

Adele.Ferranti@nyserda.ny.gov

EmPower and Assisted Home Performance Heat Pump Pilot Study

LMI Adder Pilot Study

- <500 single family homes
- Development of short-term statewide standard offer incentive structures and program guidelines
- Eligibility parameters will be developed to address:
 - Fuels displaced to help ensure maximum benefit to the household/building
 - Minimum standards for building shell performance consistent with Comfort Home
 - Minimize cost-shifting of heat to tenants
- Collection of data and market insights on heat pump installations, including DHW
- Need utility input on plan and learning objectives
- Need to work together on transition plan to apply learnings to the next phase

Adders Pilot Study Learning Objectives

- Test drive rules and mechanics for an additional heat pump incentives for LMI customers
- Develop a deep understanding of early building profiles/characteristics that represent the largest opportunity
- Measure household specific affordability/energy burden impacts
- Spur market learning and contactor partnerships to install heat pumps in early phase LMI households
- Gather market data on need and cost for electric panel/service upgrades needed

Program Guidelines

What equipment will be installed?

- Air Source Heat Pumps, Ground Source Heat Pumps, Heat Pump Water Heaters, Panel Boxes and heating system distribution improvements.

What Contractors can participate?

- NYSERDA AHP/EmPower Contractors- perform audit, envelope measures, submit paperwork to NYSERDA
- NY Clean Heat Contractors- install CH&C technologies, apply to utilities for rebates

What Customers can participate?

- 1-4 unit homes, served by Utilities that pay into the SBC with resident paid utilities that do not use natural gas as a heating source.

Program Guidelines

What fuels can be replaced?

- All non-natural gas fuels are eligible including electric, oil, propane, kerosene, coal, and wood.

How old does the heating system need to be?

- The heating system must be at least 5 years old.

How much of the load does the heat pump need to cover?

- The heat pumps must cover 90-120% of the heating load. Central systems that do not meet 100% can use electric strip backup. Existing heating systems can remain in place, but customer education should teach the customer how to use the heat pumps at least 90% of the time.

Program Guidelines

Are there limits to how much work a contractor can do?

- A contractor can use up to 20% of program funds for all their projects.

How will we know how much funding is left?

- There will be a tracker on the residential contract website- NEED URL

Insulation Level Requirements

Minimum Levels of Insulation in household (must be verified with an energy audit)

Area	Required Insulation level
Walls	R-14
Attic	R-30 average
Attic Hatches	R-20
Pull-down Stairs	R-13
Rim Joists	R-14
Mobile Home Walls	R-6
Mobile Home Attic	R-24
Mobile Home Belly	R-21
Airtightness	5 ACH

Heat Pump Requirements

These guidelines align with utility specifications.

1. Must cover 90% to 120% of building load.
2. ASHP- NEEP Cold Climate
3. GSHP- Each heat pump in the system must be ENERGY STAR certified and meet or exceed ENERGY STAR Tier 3 Geothermal Heat Pump Key Product Criteria.⁷
4. HPWH- ≤ 55 gallon- $UEF > 2.0$, > 55 gallon $UEF \geq 2.2$ UEF

Incentive Structure

Proposed Adders- Incentives will cover project up to 60,000 btu/heating

Description	Incentive type	EmPower	AHP
Upstate ASHP	\$/10,000 btu	\$3,000	\$1,500
Downstate ASHP	\$/10,000 btu	\$2,200	\$1,100
Upstate GSHP	\$/10,000 btu	\$3,750	\$3,750
Downstate GSHP	\$/10,000 btu	\$3,850	\$3,800
Upstate HPWH	\$/unit	Normal EmPower	\$975
Downstate HPWH	\$/unit	Normal EmPower	\$825
Panel Box Upgrade/ Distribution Imp.	≤ 100 Amps	Up to \$2,000	50% of Cost up to \$1000

Downstate counties: New York, Bronx, Kings, Queens, Richmond, Orange, Rockland, Westchester, Putnam, Sullivan, Dutchess, & Ulster

Additional Incentives

Panel boxes and distribution improvements will also be covered at a total cost of up to \$2,000 for EmPower and 50% of the cost up to \$1,000 for AHP.

- Panel Boxes- If a panel box is ≤ 100 Amps it can be replaced automatically through the program. If it is greater than 100 Amps than a NEC worksheet must be filled out showing a need for the larger service. The contractor must also provide a photo of the panel box and an invoice for replacement to take advantage of the adder.
- Heating Distribution Improvements can also be covered when needed to adapt the ductwork or piping for the heat pump.
- If a heat pump contractor is having an AHP/EmPower contractor process their paperwork, the AHP/EmPower contractor may charge an \$500 subcontractor fee. The 5% AHP contractor incentive does not apply for this program.

Project Example

Incentives are based on 10,000 btu of heating.

For example: 2 ton heat pump (20,000 btu/hr heating) Upstate Air Source Heat Pump for a low income customer the incentive would be

\$3,000 per 10,000 Btu/hr x 20,000 Btu/hr= \$6,000

The home could also receive a \$2,000 panel box incentive and \$7,000 for building performance improvements.

EmPower Heat pump	\$6,000
EmPower Panel box	\$2,000
EmPower EE	\$7,000
Utility Incentive	\$2,000
Total	\$17,000

Project Example #2

Ground Source heat pump at 80,000 btu in the Downstate region.

Max incentive cover up to 60,000 btu

Total job cost \$48,800

EmPower Heat pump	\$22,800
EmPower Distribution	\$2,000
Utility Incentive	\$16,000
NYSERDA Loan	\$8,000
Total	\$48,800

Documentation Requirements

1. Customer Attestation
2. Contractor Attestation
3. Picture of Panel Box/Thermal Distribution Improvements
4. Invoice for the heat pumps
5. Invoice for the Panel Box/Thermal Distribution Improvements
6. NEEP Specification Sheet (ASHP)
7. AHRI Certificate (GSHP)

Upcoming EmPCalc Updates

- > Additional inputs added to accommodate requested HP Adder information
 - Update to ASHP & GSHP tabs
 - Dwelling's Existing Insulation Levels
 - Attic
 - Attic Hatches / Pull-Down Stairs
 - Knee walls
 - Walls
 - Rim Joist
 - Mobile Homes (Attic, Walls, Belly)
 - Electrical Panel information
 - Duct modifications
 - Subcontractor Name

- > Mandatory upgrade to latest EmPCalc version will be required 30 days after initial release

EmPCalc: Air Source Heat Pump

ASHP Calculator tab

1. Fully enter information on new and existing heating systems so that savings appear at bottom
2. Existing Insulation Levels
3. Electric Panel & Duct Work Modifications
 - Costs and description
4. Subcontractor
5. Multiple ASHP Units
 - Must be completed if >1


KEY

Yellow Cells are Required Input

Targeted Measure

Values that "Override" default values

Light grey values used in calculations/diagnostics



Air Source Heat Pump									
Building Heating Load (Manual J):		40,000 Btu/h		ASHP Application		FULL-LOAD			
ASHP Type/Scenario	1a.d-Centrally-Ducted ASHP_FULL-LOAD			1					
ASHP Cooling Capacity at 95F	33,000 Btu/h (all units)		0.8		No. of Outdoor Units		1		
ASHP Heating Capacity at 3F	38,000 Btu/h (all units)		26,400		Installed Cost		\$11,400		
ASHP Rated HSPF	10.4 Btu/Wh (avg of all)		Albany		Adder Incentive		\$11,400		
ASHP Rated SEER	16.8 Btu/Wh (avg of all)		Weather Region		Capital District		Heating Load: 70.4 MM/Btu/yr		
TRM Scenario	1a		TRM_HP_Sizing		0.90		0.998 (TRM)		
Actual_HP_Sizing	0.950		BEFLH_h		1763		-0.01		0.88
Building Cooling Load		1.00		Seasonal AVG HEATING COP (TRM Cals)		2.67		Avg COP	
BCL (estimated)		20,000 Btu/h BEFLH_c		388		-0.54		0.96	
				Seasonal AVG COOLING Efficiency (TRM Cals)		15.6		Btu/Wh	
				Electric Cost (\$/kWh):		\$0.1000 per kWh			
Building Vintage		Avg		(sets BEFLH)		National Grid -			
Base Case Fuel/System (choose one):									
Fuel Oil - Furnace				Fuel Cost:		\$2.4871 per gal			
Htg Equipment Age:		11+ yrs		(sets baseline equipment efficiency)		NY 3 yr avg			
Base Case factors & Seasonal Efficiency				MEASURED Annual Fuel Use (for Space Heating ONLY)		Override:		139 MBtu per gal 79% eff	
Base Case Cooling Efficiency (avg EER)				Base Case AC:					
				Room AC		Avg EER: 11.0 Btu/Wh			
				Heating Elect (kWh/yr)		Cooling Elect (kWh/yr)		Displaced Annual Fuel (gal)	
Base Case		705		441.1		\$1,594		\$71	
ASHP System		498		641.1		\$772		\$50	
Savings (7,719)		208		641.1		\$823		\$21	
Simple Payback Based on Total Costs		13.5 yrs							
								Expected ASHP System Life (yrs) 15	
v2020.5 8/18/2020									
Notes - ASHP Systems: This is part of the HP Adder Pilot									

Existing Insulation Levels (Is The Home Heat Pump Ready)			
Area	Existing R-value	Is measure being proposed?	
Walls	14	No	
Attic	30	Yes	
Attic Hatches	0	Yes	
Pull Down Stairs			
Rim Joists	0	Yes	
Mobile Home Walls			
Mobile Home Attic			
Mobile Home Belly			
Other			
Electrical Panel		Is measure proposed	Cost
		Yes	\$ 1,200.00
Upgrade panel			
Duct work modifications		Yes	\$ 600.00
Add central return on 2nd floor			

ASHP Subcontractor (if not HP Contractor on Cover)			
Name	Heat Pumps Inc		
Calculator for Multiple ASHP Units			
	Htg Capacity at 3F (Btu/h)	HSPF (Btu/Wh)	Clg Capacity at 95F (Btu/h)
			SEER (Btu/Wh)
ASHP Unit 1			
ASHP Unit 2			
ASHP Unit 3			
ASHP Unit 4			
ASHP Unit 5			
Total/ Weighted Avg	-	5.0	-

EmPCalc: Ground Source Heat Pump

GSHP Calculator tab

- Fully enter information on new and existing heating systems so that savings appear at bottom
- Existing Insulation Levels
- Electric Panel & Duct Work Modifications
 - Costs and description
- Subcontractor
 - Name
- DHW Option
 - Complete if applicable

KEY

Yellow Cells are Required Input

Targeted Measure

Values that "Override" default values

Light grey values used in calculations/diagnostics

Ground Source Heat Pump											
Building Heating Load (Manual J):		60000	Btu/h	Sys Type:	Closed (GLHP)	DHW Option:	Desuperheater				
AHR/ISO 13256-1 Rated Data		GSHP Unit Type: Variable Capacity									
Heating COP (GLHP rating) Full at 32F		3	Htg Capacity (GLHP rating, full):	60000	Btu/h	Installed Cost:	\$22,800				
Heating COP (GLHP rating) Part at 41F		3	Heating Sizing Fraction:								
Cooling EER (GLHP rating) Full at 77F		16	Weather Region: Albany								
Cooling EER (GLHP rating) Full at 68F		15	Capital District								
Pumping Control		Variable Flow	BEFLH_h	1763	F_pump_h=	0.90	0.92	F_dist_h =	0.96		
Pumping Power		75	W/ton	Seasonal AVG HEATING COP (TRM Calcs): 2.82						Avg COP	
Building Cooling Load		Cooling Load: 7.8								MMBtu/yr	
BCL (Manual J)		20,000	Btu/h	BEFLH_c	388	F_pump_c=	0.91	0.9	Seasonal AVG COOLING Efficiency (TRM Calcs): 14.25	Btu/Wh	
Building Vintage		Avg (sets BEFLH)									
Base Case Fuel/System (choose one):		Fuel Oil - Furnace									
Fuel Oil - Furnace		Fuel Cost: \$2.4871 per gal									
Htg Equipment Age: Existing 11= yrs (sets baseline equipment efficiency)		NY 3 yr avg									
Base Case factors & Seasonal Efficiency		139									MMBtu per gal
MEASURED Annual Fuel Use (for Space Heating ONLY)		Override: gal per yr									
Base Case AC:		Room AC									
Base Case Cooling Efficiency (avg EER)		Avg EER: 11.0									Btu/Wh
		Space Heating	Cooling Elect	Displaced Annual	Annual Space	Annual Cooling	Annual DHW	Total Annual	Fuel Energy		
		Elect (kWh/yr)	(kWh/yr)	Space Htg Fuel (gal)	Heating Cost	Cost	Cost	Cost	Content (MMBtu/yr)		
Base Case		705	544	99.3	\$2,396	\$82	\$587	\$3,065	133.9		
GSHP System		10,996	544	99.3	\$1,283	\$64	\$503	\$1,850			
Savings (10,996)		161	544	99.3	\$1,112	\$19	\$84	\$1,215			
Simple Payback Based on Total Costs		19		Expected GSHP System Life (yrs)		15					

Existing Insulation Levels (Is The Home Heat Pump Ready)			
Area	Existing R-value	Is measure being proposed?	
Walls	14	No	
Attic	30	No	
Attic Hatches	0	Yes	2
Pull Down Stairs	0	Yes	
Rim Joists	0	Yes	
Mobile Home Walls			
Mobile Home Attic			
Mobile Home Belly			

Other		
Electrical Panel	Is measure proposed?	Cost
Duct work modifications	Enter description here	
	Enter description here	

GSHP Subcontractor (if not HP Contractor on Cover)	
Name:	4

Calculator for Domestic Hot Water Option				
No of People	4	from Cover	T_main	54.3
Gal/day:	68.8		F_dhw	0.20
Q _{cover,dhw} =	3	MMBtu	F_hmode =	0.86
COP _{cover,dhw} =	3		kWh _{cover,dhw} =	281.0
DHW Type	Desuperheater			
# Units	1			
DHW Base Fuel	Electric	Baseline UEF	0.923	

Notes - GSHP Systems:
Add notes here

0.1167 per kWh
3.4120 MMBtu per kWh
Displaced Fuel= 998.5 (kWh)

EmPCalc: Heat Pump Water Heater

DHW Tank tab

1. Fully enter existing and proposed unit information so that savings appear at bottom
2. Subcontractor name, if applicable
3. Additional notes if the cost is impacted by subcontractor fee

EmPCalc, 5.9

Customer Name: JANE O. PUBLIC

EmPower Project ID: 123798

Express Contract Project ID: 0

Number in Household: 4

Replacement/Conversion

Existing Type: Standard DHW Tank

Existing Fuel: Oil

Cost: \$ 2,000.00

Existing Tank Volume (gallons): 40

Existing UEF: 0.59

DHW Location: basement - unconditd

Replacement Type: Heat Pump Water Heater

Replacement Tank Volume (gallons): 67.00

Replacement Fuel: Oil

Replacement Pipe R-value: 0

Replacement Heating Capacity (BTUh): 40000

Replacement Recovery Efficiency (AHRI UED Recovery Efficiency): 2.65

Replacement Make: AO Smith

Replacement Model #: HPTL-66N 120

Replacement UEF: 3.00

Water Temp (deg F): 120

Heat Pump Water Heater Subcontractor (if not HP Contractor on Cover): Enter Subcontractor Name here

Must provide Fuel Cost

Targeted Measure

Life of Measure	kWh Reduced	Savings in Therms	Annual \$ Savings	Simple Payback	SIR
10	0	190.83	\$ 292.42	6.8	1.2

Yellow Cells Need To Be Filled Out

No subcontractor fee added

1

2

3

Project Submission: EmPower Approval

> Existing Requirements

- EmPCalc v5.9+
- Signed Homeowner's Agreement
- Combustion Appliance Form
- House Diagram
- Signed Appliance Exchange Agreement
- Photos

> Additional Documents

- Signed Customer Attestation Form
- Signed Contractor Attestation Form
- Panel Box photo (showing max Amps)
- Completed NEC Worksheet, if applicable
- ASHP: NEEP Spec Sheet
- GSHP: AHRI Certificate
- Subcontractor Invoice(s), if applicable

Project Submission: Express Contract Approval Submission

> Workscope HPXML stage

- Indicate if there is any additional project funding
 - *Is the homeowner receiving any third part grants or rebates, including EmPower funding, tax credits, or avoided replacement costs?*
- Indicate if a Subcontractor is being used
- If yes, input Subcontractor's name

> Additional Rebate and Grants stage

- Answer all questions on rebates, EmPower, grants and tax credits
 - Include amounts and name
- Indicate if any avoided replacement costs should be accounted for (needed only for financed projects)
 - If yes, brief summary of avoided replacement costs
 - Total amount of replacement costs

Project Submission: Express Contract Approval Submission

- > Workscope Screening and Approval stage
 - Include the following supporting documentation
 - Copy & Paste EmPCalc notes or EmPCalc file
 - Signed Customer Attestation Form
 - Signed Contractor Attestation Form
 - Panel Box photo (showing max Amps)
 - Completed NEC Worksheet, if applicable
 - ASHP: NEEP Spec Sheet
 - GSHP: AHRI Certificate
 - Subcontractor Invoice(s), if applicable

Project Submission: Express Contract Completion Submission

- > Final Project Documents stage
 - Upload the following documentation
 - Existing Documentation
 - Signed Contract
 - Signed Customer Information Form
 - Signed ESR
 - Post Installation Health & Safety Test Results
 - Subcontractor Invoice (if one used)

Contractor Support Website

- > Contractor Support website will be updated on a regular basis to provide information on funding remaining
- > Relevant HP Adder documentation will also be available

EmPower and Assisted Home Performance Heat Pump Pilot Study

The Heat Pump Pilot study is an effort to develop short-term statewide standard offer incentive structures and program guidelines for heat pump installation, including DHW. The goal of the pilot is to study the impact of Heat Pumps on the LMI Market and plan for the permanent integration of heat pumps into LMI by 2025. This program is open to current contractors with active participation agreements in the EmPower or Assisted Home Performance Programs. If a contractor is not active in those programs, they can partner with a contractor who is.

Amount of Funding Available:

\$5,000,000.00

Required Documentation:

The Heat Pump Pilot study was introduced during the Contractor Check In Webinar held on October 9, 2020. Links to the webinar recording and slides are located below.

- [Webinar Recording](#)
- [Webinar Slides](#)

- [Customer Attestation \(Heat Pump Informational Form *Form Fillable\) → 10.27.2020](#)
- [Contractor Attestation → 10.27.2020](#)
- [NEC Worksheet](#)
- [NEEP's Cold Climate Air Source Heat Pump List](#)
- [AHRI Directory](#)