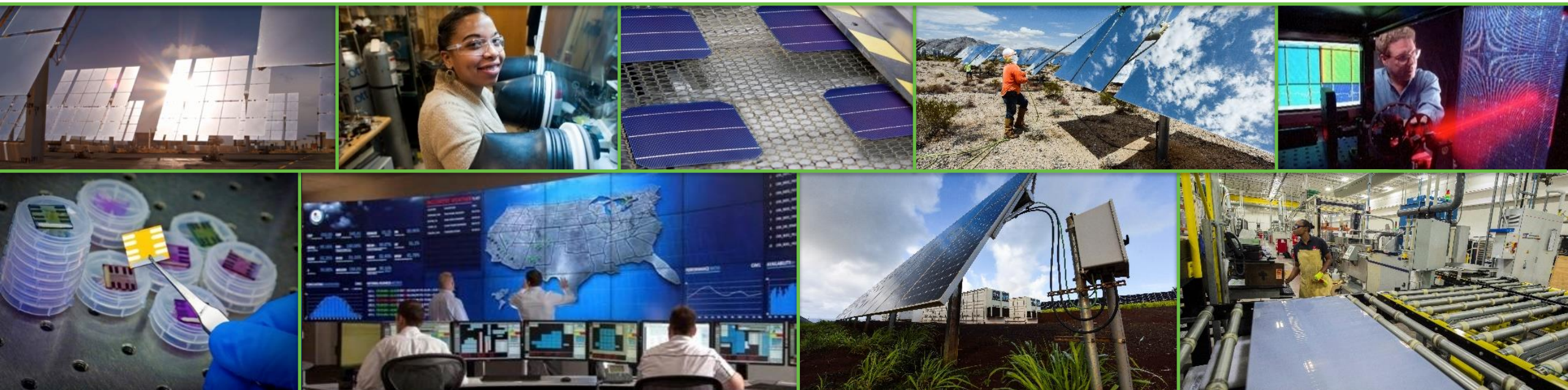
U.S. DEPARTMENT OF ENERGY

Office of ENERGY EFFICIENCY & RENEWABLE ENERGY

Solar PV Manufacturing Workforce at the DOE

Jen DiStefano, Tim Cycyota



The Upskill Prize Program Goals

Motivation

- The Inflation Reduction Act (IRA) has led to numerous announcements across the solar PV supply chain of planned domestic manufacturing capacity additions.
- Huge recruitment and training effort needed across the supply chain and in counties across America.
- Specialized skills required for a sustainable U.S. solar workforce are required.

Goals

- Train and upskill workers to support the regrowth of domestic solar manufacturing.
- Help ensure that the growing solar industry supports family-sustaining careers that will help revitalize communities across the country.

The American-Made Upskill Prize



$7.75 Million in Prizes

Up to $500K per award

What: The American-Made Upskill Prize is single-phase **$7.75 million prize** designed to **accelerate the expansion of the U.S. solar manufacturing workforce** and equip workers with the skills necessary to revitalize the domestic solar manufacturing supply chain. **This prize targets various facets of the U.S. solar photovoltaics (PV) supply chain, addressing critical workforce needs.**

Who: The prize is open to **U.S.-Based PV Manufacturers and U.S.-Based Training Organizations** (such as: community colleges, trade schools, employment training centers, and unions.)

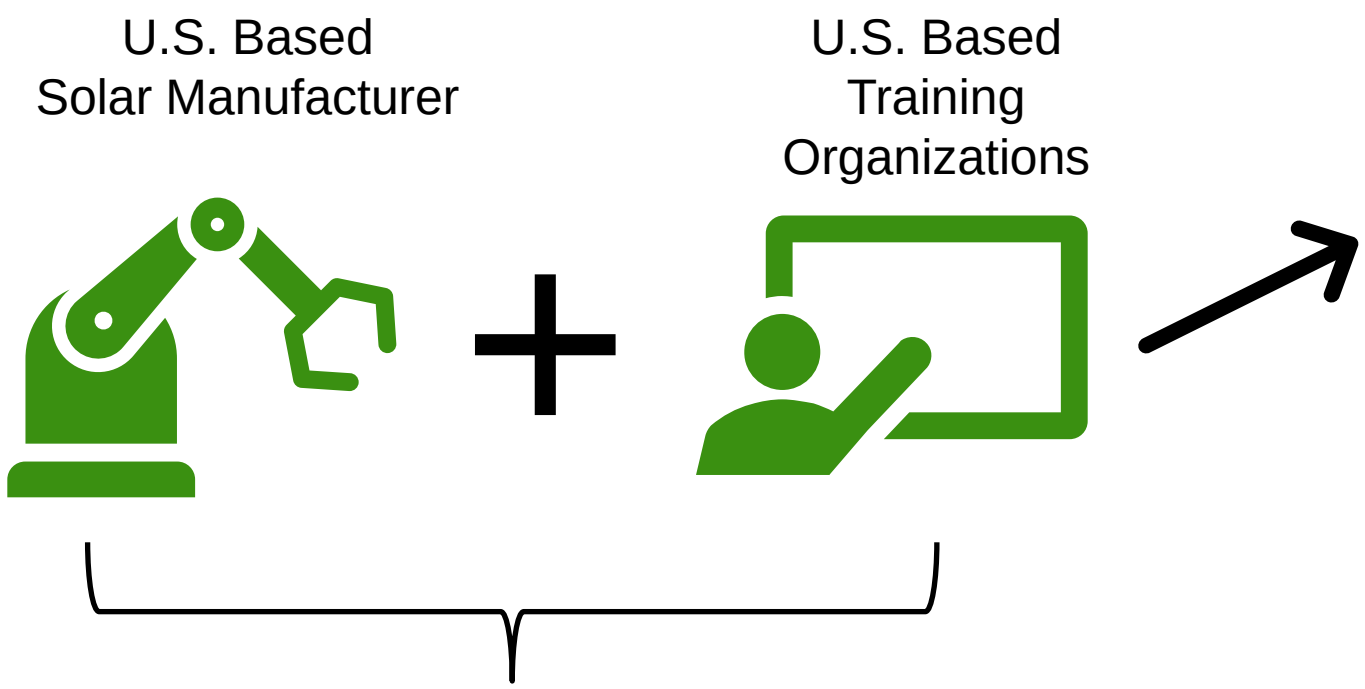
When: Launched in March 2024, with new rounds launching quarterly (anticipated).

Flexible Fast Support To U.S. Solar Manufacturers

- **Prize is open to a wide variety of solar technology producers**
  - PV cell and module supply chain:
    - Si: Polysilicon, ingot, wafer, cell, module, solar glass
    - Thin films: Glass, film deposition, module
  - Excludes BOS (electrical or structural) and module components (encapsulants, backsheets, j-boxes, connectors)
- **Manufacturers must show proof of existing or imminent operations to be eligible for the prize**
- **Training can be any area of interest for the manufacturer**
  - Potential topic areas include OHS, quality control, process engineering, statistics, lean, solar tech
- **Training can be for any position within manufacturing facility**
  - We heard from the RFI that there is need across every level of manufacturing, from floor workers to degreed

A Prize Competition Structured for Success

The Upskill Prize encourages U.S.-Based PV Manufacturers and U.S.-Based Training Organizations to partner and propose workforce training plans that address either or both new worker training and/or incumbent worker training.



Prize Submission

Incumbent Worker Training

Develop and propose plans to train incumbent workers with new skills needed to support the growth of solar manufacturing

and/or

New Worker Training

Develop and propose plans to train new workers with the skills they need to be successful in the solar manufacturing industry, particularly at new or expanding manufacturing facilities.

Partnership Examples



A U.S.-based manufacturer, acting as team lead, is establishing a new solar cell facility and must hire and train operators. The manufacturer spearheads recruitment and collaborates with a U.S.-based community college, a team member, to train new hires in diverse skills for production. Both parties split the prize payment.



A U.S.-based university, as team lead, offers a manufacturing or solar technology course, partnering with a U.S.-based manufacturer to upskill its employees. Prize payment is shared, with the university receiving the majority.



A U.S.-based manufacturer, as team lead, scales up its solar glass facility and collaborates with an employment training center to offer a new-hire certification program. Additionally, the manufacturer partners with the manufacturing equipment vendor to provide specialized equipment training for current employees. Prize payment is shared among all three organizations.

Timeline and Prize Rounds

Timeline: Launching in March 2024, with new rounds launching approximately quarterly. Competitors can apply to, and win, multiple rounds.

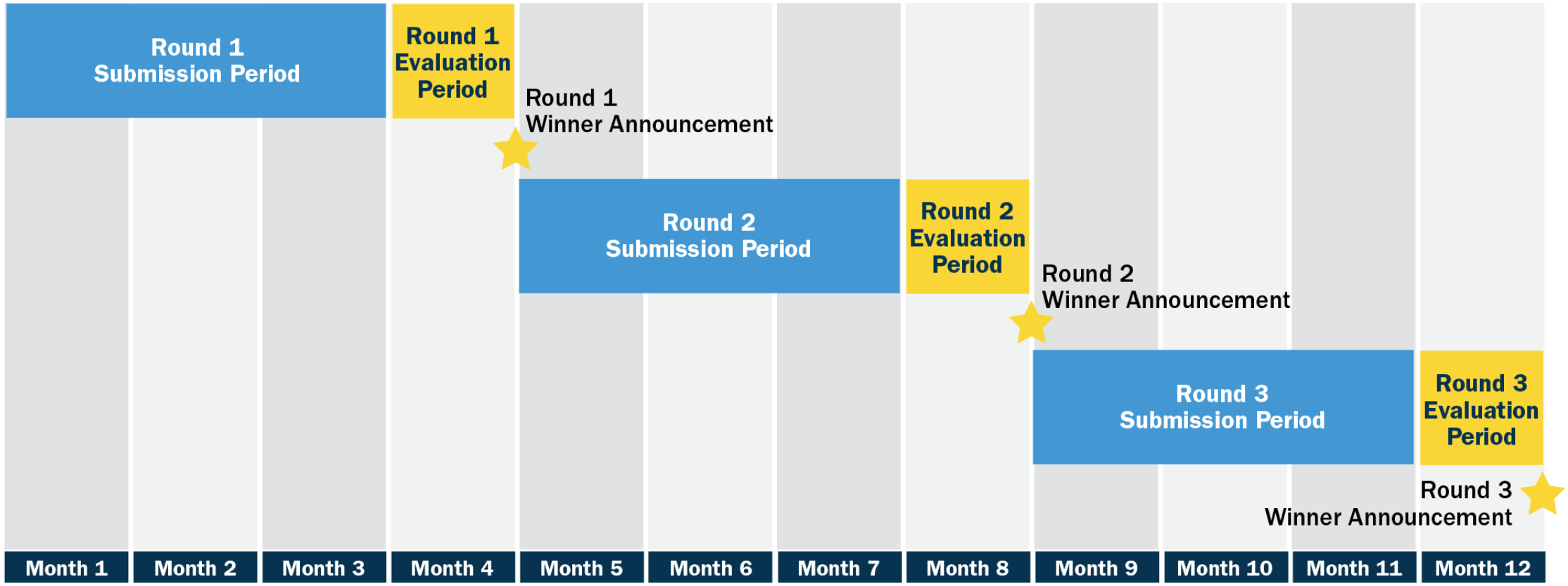


Figure 1: Anticipated Prize Round Timeline

Round 1 and Round 2 Timeline

Round 1

Launch Date: March 7, 2024
Submission Open: March 7, 2024
Informational Webinar: March 20, 1pm ET
Submission Deadline: May 21, 2024
Winner Announcement: July/August 2024

Round 2

Launch Date: July 16, 2024
Submission Open: July 16, 2024
Informational Webinar: August 7, 1pm ET
Submission Deadline: November 20, 2024
Winner Announcement: January 2025 (Anticipated)

Visit www.herox.org/upskill to learn more!