

Just Transition Working Group

Meeting #7

February 23, 2021
9:00-11:00 am



Department
of Labor



NYCERDA



Climate Action
Council

Just Transition Working Group (JTWG)

Meeting #7 Agenda

1. Introduction/Roll Call
2. Member Updates
3. Recap: Public Engagement and Public Comment
4. Working Group Reflections: Public Engagement and Comments
5. Workforce Training and Development
6. Discussion: Just Transition and Transportation
7. Subgroup Updates
8. Next Steps

Member Updates

Recent highlights from Working Group / Advisory Panel Members

Recap of Public Engagement Session and Public Comments

Understanding Workforce Training & Development in the New Clean Energy Economy



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Reminder: Public and Stakeholder Input Process

All Just Transition Working Group meetings have been open for viewing by the public; all meeting presentations and notes are posted to climate.ny.gov

- **Throughout** – written comments accepted at jtwg@nyserda.ny.gov
- **December** – input from Climate Action Council, Climate Justice Working Group
- **February** – input received during Public Engagement Session

Summary of Key Topics Raised in Public Engagement Session

- Recognizing skills of existing workforce & transferability to clean energy jobs; leadership role availability
- Benefits of apprenticeship and workforce training programs, & mentorship models; K-12 STEM education
- Providing in-state workforce opportunities
- Considering the challenges of transitioning to electrification
- Balancing prioritization of the industry workforce as well as those from disadvantaged communities
- Ensuring good wages for the clean energy workforce
- Determining sources of funding for transition including the Climate and Community Investment Act (CCIA)
- Ensuring transparency of CLCPA implementation while maintaining reliability
- Providing continual support for disadvantaged communities

Summary of Key Topics Raised in Written Comments

- Centering environmental and racial justice and equity in workforce development
- Prioritizing transition support for individuals from disadvantaged communities
- Renewable energy labor provisions
- Ensuring access to contracting and procurement opportunities
- Supporting early retirement and pensions
- Promoting the need for a rapid and transparent transition
- Addressing just transition from the supply and demand sides
- Strengthening education and training pathways; cross training
- Hiring of the local workforce
- Improving representation, engagement, and consultation of rural communities

Working Group Reflections: Public Engagement Session and Public Comments



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Workforce Training and Development



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Workforce Training and Development

Demand-side Workforce Initiatives

Supply-side Workforce Initiatives

Just Transition Considerations

General Considerations



Demand-Side Workforce Initiatives



Demand-Side Workforce Initiatives & Considerations

Illustrative Initiatives for Consideration

- **Hiring Policies and Terms & Conditions for Employment**
 - Standard wages, health care and pension benefits
 - Local hire provisions
 - Targeted hire provisions (DACs and PPs)
 - Pre-apprenticeship and apprenticeship training supported by employers
- **Large Projects – Project Labor Agreements**
- **Small Projects – Community Workforce Partnerships (targeted hiring, employee training, benefits, etc.)**
- **Targeted Business/Financial Support Focusing on D&I**
 - M/WBEs, SDVOBs, Cooperatives
- **Stimulating Project Demand**
 - Ensuring adequate funding allocated to advance goals of CLCPA
 - Promoting manufacturing of clean energy components & equipment locally vs overseas
 - Focus on creating stable, well-paid jobs



Supply-Side Workforce Initiatives



Supply-Side Workforce Initiatives & Considerations

New Workers

- **Advance Programming of Traditional Education Channels**
 - K-12 Schools **LONG-TERM**
 - Technical/P-TECH (Pathways in Technology Early College High School) **LONG-TERM**
 - Community Colleges and 4-year Colleges/Universities (State & Private) **LONG-TERM**
- **Comprehensive Career Pathway Programming**
 - Support for youth Build and Youth (pre-) apprenticeships and internships **NEAR-TERM**
 - Climate Justice Job Corp Fellowships **NEAR-TERM**
 - Technical Training, Career Awareness, and Supportive Services **NEAR-TERM**
 - Career Advancement and Management/Leadership Training **NEAR-TERM**

Supply-Side Workforce Initiatives & Considerations

New Workers (cont.)

- **Funding Support for Training/Work Experience**
 - OJT Programs; Employer Grants for NYS Registered Apprenticeship Programs **NEAR-TERM**
- **Leadership in Workforce Development Needs**
 - Continued stakeholder engagement to identify/assess industry demand, training/curriculum needs **NEAR-TERM**
 - Facilitating communication/forum to share needs and best practices **NEAR-TERM**
 - Supporting industry opportunity awareness and recruitment effort **NEAR-TERM**

Existing Workers **NEAR-TERM, all**

- Continuing education; upgrade skills of existing workers, training on new equipment types
- Training on energy efficiency, building electrification, healthy homes/buildings
- Work with unions to incorporate renewable energy and decarbonization training into apprenticeships
- Fair pay: making sure new jobs pay as well as old jobs do



Just Transition Considerations



Just Transition Considerations

Resources and programs to provide support for fossil fuel workers

- **Understand and Leverage Transferrable Skills with Complementary Training (in both energy and non-energy roles)** **NEAR-TERM**
 - Survey work to help understand worker plans for retirement and interest in retraining opportunities
- **Direct Displaced Worker Support** **NEAR-TERM**
 - Training fund, wage support, job fairs, Strike Force Support, etc.
- **Identify Distinct Strategies and Responses for Key Existing Traditional Energy Sectors**
 - Electric Power Generation **LONG-TERM**
 - Transmission, Distribution, and Storage **(all)**
 - Fuels
 - Motor Vehicles
- **Target Efforts Specific to Both Technology and Region** **LONG-TERM**
- **Begin Training and Other Support Services While Individuals are Still Working**
 - Need to ensure adequate *retention* of workers through end of facilities' useful life **NEAR-TERM**
- **Leverage decarbonization-related roles at employers where appropriate (e.g., where business lines align)** **LONG-TERM**



General Considerations



General Considerations

Outreach Related to Training Opportunities, Case Studies, Career Awareness

Audience Considerations

- Workers from Traditional Industries and Priority Populations
- Frontline Communities

Online vs. In-person Training due to COVID-19 (Pros/Cons)

Ensure Effectiveness of Workforce Development Efforts

- Diversity, Equity and Inclusion
- Courses in Multiple Languages
- Wrap-around Services
- Flexible Course Scheduling
- Safety Training (OSHA & Other)

Discussion: Just Transition and Transportation



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Transportation Advisory Panel

Draft Material

Strategies

Electrification and Cleaner Fuels:

- *Develop policies that speed the transition to zero-emission vehicles, with a focus on strategies for zero emission vehicle (ZEV) purchases alongside supporting policies to increase adoption and use cleaner renewable fuels in the interim.*

Public Transportation:

- *Identify implementable policies/strategies, for consideration, that would significantly enhance the availability; accessibility; reliability; and affordability of public transportation services in unserved/underserved communities.*

Smart Growth:

- *Identify policies to promote development supportive of clean transportation options and align smart growth policies and outcomes with expanded public transportation services.*

Financing and Market Based Programs:

- *Identify mechanisms that can support and fund policies identified by the other sector workgroups.*

Transportation Advisory Panel

Draft Material

Discussion

Workforce opportunities that will be created by a green transportation system?

- Ownership opportunities for ZEV infrastructure.
- EV technology will require workers with computer technology and software abilities.

How can we make sure NY businesses can transition to a green transportation system?

What are the challenges that will be created by a green transportation system?

- The businesses and employment that support internal combustion engine vehicles and fossil fuels will decline over time as electric vehicles and clean fuels use increases.
- Shipping logistics changes.
- Skilled trade jobs will become increasingly technical (mechanics, truck drivers etc.) requiring workers with higher education.
- Student achievement in science technology engineering and math education will become more important for future work force.

Transportation Advisory Panel

Draft Material

Discussion

How can we make sure New Yorkers have the skills to work and provide services in a green transportation sector?

- Support STEM education in middle and high schools.

How can a green transportation sector support the work force of a green economy?

- Creating transit and active transportation links between residential and business centers.
- Diversifying the available public transit options (transit/micro-transit services, ride-sharing, bike-sharing, cycling accommodations, free/reduced transit passes) in areas that support businesses.
- Developing opportunities for local production of lower-carbon renewable transportation fuels.

Subgroup Updates and Next Steps



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Subgroup Updates

Business Impacts Subgroup

- Focused on possible business challenges, including leakage, and potential solutions; also associated economic development opportunities
- Continued research to identify energy intensive and trade exposed industries

Power Plant Inventory and Reuse Subgroup

- Focused on two power plant work-products: power plant inventory, and issues and opportunities related to site reuse
- Continued data collection efforts and case studies helping inform work-product development

Next Steps

- Climate Action Council Meeting
 - Friday, February 26, 3:00-5:00 pm
- March JTWG Meeting
 - Wednesday, March 3, 1:00-3:00pm
- March JTWG Meeting
 - Tuesday, March 23, 1:00-3:00pm