

Workforce Supply Chain Technical Working Group (WSC-TWG)

Workforce Subcommittee Meeting #1

May 28, 2026; 2:00 p.m. to 4:00 p.m. ET

Discussion Summary

Introduction and Follow-Up

- The facilitator from Eastern Research Group (ERG), a New York State Energy Research and Development Authority (NYSERDA) contractor, welcomed people to the meeting, introduced the project team, and reviewed the agenda.
- Subcommittee members introduced themselves in the chat.
- BW Research (BW), a NYSERDA contractor responsible for drafting the study, answered clarifying questions from TWG members.

Summary of Stakeholder Research

- BW provided an overview of workforce demand, workforce development, and labor projections.
- Subcommittee discussion question: *What are the right programmatic/policy solutions to manage demand spikes that may last one year or less for certain roles? Are there examples in other industries?*
- Subcommittee member feedback:
 - The union referral process could draw union workers from across the United States.
 - New York State should make nuclear projects attractive to workers. Incentives could include simplifying parking, paying workers for time spent on parking shuttles, and providing adequate facilities on-site and good working conditions.
 - Encourage trainees to consider a career in nuclear early on. Offer pre-apprenticeships and partner with community-based nonprofits.
 - Communicate with unions and trade associations now to let them know what is coming so they can effectively predict workforce needs.

Targeted Advanced Nuclear Occupations

- BW presented nuclear occupations New York State is targeting: nuclear power reactor operators; nuclear engineers; security guards (nuclear-grade); nuclear technicians; industrial machinery mechanics; electrical and electronics repairers for powerhouses, substations, and relays; architectural and engineering managers; electricians; maintenance and repair workers, general; health and safety engineers; welders, cutters, solderers, and brazers; first-line supervisors of construction trades and extraction workers; operating engineers and other construction equipment operators; plumbers,

pipefitters, and steamfitters; and hazardous materials removal workers. These targeted occupations have varied training needs with a range of lead times.

- Subcommittee member feedback:
 - Apprentices receive more “on-the-job-training.”
 - New York State could work with professional organizations or schools to ensure workers are coming out with required skills.
- Electronic polling question #1: *What type of organization do you represent?*
 - Four members were from a government agency, four were from organized labor, three were from academic institutions, two were from nonprofits (excluding organized labor), and one was from industry.
- Electronic polling question #2: *Select any targeted occupations you think will be most challenging to fill in New York.*
 - There were 10 votes for nuclear engineers; nine for nuclear power reactor operators; eight for electricians; six for welders, cutters, solderers, and brazers; four for hazardous materials removal workers; four for nuclear technicians; four for plumbers, pipefitters, and steamfitters; three for industrial machinery mechanics; three for first-line supervisors of construction trades and extraction workers; three for operating engineers and other construction equipment operators; two for health and safety engineers; two for electrical and electronics repairers for powerhouses, substations, and relays; one for security guards (nuclear-grade); one for maintenance and repair workers, general; and one for architectural and engineering managers.
- Subcommittee member feedback from electronic polling question #2 included:
 - There is a difference between an engineer who works at a nuclear power plant and a nuclear engineer. Nuclear engineers have a specific degree and make up around 4% of engineers at a nuclear site.
 - The challenge in finding electricians in the past wasn’t for the permanent and operational workforce; it was for the construction side.
 - Based on the current workforce and what future projects will look like, electrician positions may be difficult to fill.
 - Collaboration with universities and professional societies will be important.

Mural Activity on Challenges and Potential Solutions to Fill Targeted Occupations

- ERG introduced a Mural board where subcommittee members were asked why they think it would be challenging to fill each of the targeted occupations in New York State, as well as solutions. Highlights of challenges and solutions the subcommittee offered are:
 - **Security guards (nuclear grade).** Challenges include the timing of hiring and regional availability. Potential training/education solutions include offering classes in English for Speakers of Other Languages, leveraging Educational Opportunity Centers, and focusing recruitment locally.
 - **Hazardous materials removal workers.** Challenges include the perception of danger to workers, uncertainty of training given new technologies, compliance

- with federal employment requirements such as drug tests, and the need for driver licenses.
- **Maintenance and repair workers, general.** Challenges include a lack of awareness of job opportunities.
 - **Industrial machinery mechanics.** One challenge is that advanced technology may be beyond current workforce skills. A potential policy/agency solution is to clarify whether clean energy funding is applicable to nuclear energy.
 - **First-line supervisors of construction trades and extraction workers.** Challenges include the requirement for field experience. A potential training/education solution could be for trades to create field leadership training programs.
 - **Electrical and electronics repairers for powerhouses, substations, and relay.** Challenges include competition from other transmission and generation projects.
 - **Nuclear technicians.** Challenges include geographic needs and whether to focus on enticing engineers to move in-state or on hiring locally. Another challenge is the need for specific certifications. A potential policy/agency solution is linking up with the New York State Department of Labor’s Teacher Ambassador Program.
 - **Operating engineers and other construction equipment operators.** A potential approach is developing a cohesive, flexible strategy for K–12 outreach to ensure efforts are aligned, consistent, and informed by the current state of industry, as well as including valid career opportunities.
 - **Architectural and engineering managers.** Challenges include nuclear planning and construction being specialized, and adapting workers from other industries.
 - **Health and safety engineers.** Challenges include changing regulations in safety standards that make training more difficult.
 - **Nuclear engineers.** Challenges include a lack of awareness of the career, a long training timeline, and the need for specialized training.
 - **Nuclear power reactor operators.** Challenges include a lack of career awareness, and the need for prior experience and specialized training.
 - **Electricians.** Challenges include the potential for high demand across multiple projects, the need for long-term local workforce, and long training times. Potential training/education solutions include offering pre-apprenticeships and scaling labor training programs.
 - **Plumbers, pipefitters, and steamfitters.** Challenges include the ratio of apprentices to jobs on-site. A potential training/education solution is offering pre-apprenticeships.
 - **Welders, cutters, solderers, and brazers.** A challenge is that these skills cross several trades in the construction and operations phases. Other challenges include the difficulty of becoming nuclear certified, the need for skilled welding techniques, and the existing deficit in the number of welders. Potential training/education solutions are offering pre-apprenticeships and clarifying what types of welding and certifications are needed and which trades will handle them.

- During the Mural activity, there was additional subcommittee feedback:
 - Drug testing and prior justice involvement are concerns for security clearances.
 - An overarching problem is the lack of awareness about nuclear roles and how to qualify for them.
 - New York State agencies should identify adjacent programs, where people who are almost fully trained could then be augmented.
 - Given the newness of Gen III+ and Gen IV technologies, it could be beneficial to consider most occupations as needing "on-the-job training" even if not formalized.

Inventories of Statewide Training, Education, and Wraparound Support

- BW presented on the geography and type of training and education programs that could support the workforce.
- Electronic polling question #3: *Should state target workforce investments closer to nuclear siting or more evenly statewide?*
 - There were three votes for prioritizing investments closer to nuclear siting, three for prioritizing statewide investment, and six votes for a mix of statewide investment with a higher percentage closer to nuclear siting.
- Subcommittee discussion question: *What are potential trade-offs to either approach? How can extensive Downstate training assets be leveraged?*
- Subcommittee member feedback:
 - Historically, workers who move from Downstate to Upstate don't remain long term, though they may be a good fit for the shorter-term construction stage.
 - Support a 2+2 training program between colleges
 - Upstate residents could train in their areas, then go Downstate to gain experience on big builds adjacent to nuclear, then move back Upstate.
 - Provide wrap-around funding support to Upstate community-based organizations working with local residents on local job training.

Future Research and What's to Come

- BW provided a quick overview of what is to come for the next meeting on June 18 and asked for feedback on approaches for tackling a gap analysis.
- Subcommittee feedback included:
 - New York State should look into the transferability of specialized skills from current nuclear to future nuclear.
 - Clarity around skill requirements and workforce needs for construction, internal operations, and internal and external maintenance is important.

Action Items and Next Steps

Task	Assigned to	Target date
Send follow-up email with meeting summary and presentations.	ERG	June 10
Look into labor estimates for nuclear engineers versus engineers at nuclear sites.	BW	June 18

Participants

Member Organizations

Boilermakers
Building and Construction Trades of Greater New York
Constellation
Empire State Development
International Brotherhood of Electrical Workers
New York Power Authority (NYPA)
New York State American Federation of Labor and Congress of Industrial Organizations (NYS
AFL-CIO)
Nuclear Energy Institute (NEI)
Rensselaer Polytechnic Institute
Soulful Synergy
State University of New York
The Manufacturers Association
United Association of Plumbers and Steamfitters
United Steelworkers
Utility Workers Union of America
Workforce Development Institute

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