

Workforce and Supply Chain Technical Working Group (WSC-TWG)

Workforce Subcommittee Meeting #2

June 18, 2026; 2:00 p.m. to 4:00 p.m. ET

Discussion Summary

Introduction

- The facilitator from Eastern Research Group (ERG), a New York State Energy Research and Development Authority (NYSERDA) contractor, welcomed subcommittee members and reviewed the agenda.
- BW Research (BW), a NYSERDA technical contractor, reviewed the goals of the meeting, including gathering insights and recommendations from TWG members on the study.

Occupational Modeling and Scenarios

- BW shared four modeled scenarios regarding the type and timing of advanced nuclear reactor construction and deployment to estimate employment impacts.
 - Scenario 1a: Single-pipeline large light water reactor (LLWR) with the supply chain.
 - Scenario 1c: Single-pipeline small modular reactor (SMR) with the supply chain.
 - Scenario 2a: Multiple LLWR and SMR pipelines in parallel.
 - Scenario 2b: Mature and First of a Kind (FOAK) pipelines in parallel, with LLWR and Sodium-cooled fast reactors (SFR).
- Subcommittee discussion question: *What are the easiest and most challenging scenarios for sustaining a workforce? And what makes challenging scenarios challenging?* Subcommittee feedback included:
 - The employment estimates seem reasonable, though it is unclear whether staffing the various scenarios would require different education needs.
 - If plant locations are spread out, then talent will need to be grown regionally.
- BW presented a pre-operations risk and intervention matrix. This matrix mapped the development intensity against the supply-and-demand pressure of the top 15 in-demand occupations into four quadrants. Subcommittee feedback on pre-operations included:
 - One challenge is that for many of the jobs classified as low development intensity and low demand, there are not apprenticeships. Conversely, for jobs classified as high development intensity and high demand, existing training programs will scale.
- BW presented the same matrix, but with operational jobs that would be needed after a plant was running. Subcommittee feedback operational jobs included:
 - Although industrial machinery mechanics are classified as low development intensity and low demand, there have been shortfalls of these types of workers.
 - Lawyers will need training and upskilling for nuclear-specific issues.

Funding Options

- BW shared the inventory of all available energy workforce funding across New York State agencies. They modeled the total estimated funding needed at \$11.5 million to \$40.7 million for all workers. Much existing funding can be leveraged instead of new funding.
- Electronic polling question #1: *What entity do you represent?*
 - Four people were from New York State agencies, two from academia, and four from other areas, including industry, nonprofits, and trade associations.
- Electronic polling question #2: *Do you think this workforce funding scenario of about \$15 million to \$40 million is too low, too high, or about the right amount?*
 - Five people voted for about the right amount, four voted for too low, and zero voted for too high.
- Subcommittee feedback on why the modeled funding might not be high enough:
 - The level of screening (e.g., background checks) needed for certain workers, like engineers, may not be fully accounted for.
 - Potential turnover and additional training needs over the 40-year time frame may not be fully accounted for.
 - The assumption that 75% of workers need only the lowest level of training is high.
 - The cost estimates for training may be low given that there are apprenticeships that cost \$15,000 per year per student, and they are 3–4 years long.

Recommendations and Prioritization

- BW reviewed recommendations. The study identified 12 recommendations organized into three groups: foundational/cross-ecosystem strategies, specific stakeholder strategies for government, and other stakeholder workforce strategies.
- Subcommittee members provided feedback via an interactive Mural board. Highlights of the feedback are included in the sub-bullets below each recommendation.
- **Recommendation 1:** Manage uncertain demand through a slow-and-steady approach. Start with making no-regrets moves and upskilling as many current workers as possible.
 - See what can be developed in New York State that meets both broader needs and the eventual needs of advanced nuclear.
 - Encourage and incentivize original equipment manufacturers (OEMs) and developers to engage with the public on workforce development to create interest.
- **Recommendation 2:** Prioritize flexibility and transferable foundational skills. Prepare newly trained graduates and transitioning workers for both nuclear and other popular adjacent industries.
 - Figure out what is really needed by employers, not just the perception.
 - Follow the industrial advisory board model.
- **Recommendation 3:** Upskill experienced workers first. Workers looking to transition into nuclear, especially in construction, should be given the opportunity to upskill, rather than creating new workers in most occupations.

- Engage with current industry workforce representatives to understand how they conduct cross-training and similar strategies to upskill workers.
- Help workforce and education partners understand the difference in advanced nuclear technologies and if/how skill and credential needs differ.
- Support an ongoing industry, labor, workforce, and education state working group.
- **Recommendation 4:** Use lead time wisely. Focus on priority roles and complete preliminary groundwork upfront: build coalitions, understand assets, prepare policy, and explore early investment.
 - Enhance and grow pre-apprenticeship programs.
 - Provide career exploration programs.
 - Identify common needs with other industry sectors.
- **Recommendation 5:** Demonstrate clear state leadership. Reassure the public, signal commitment to investors, and keep workforce development visible.
 - No subcommittee members provided feedback on this recommendation.
- **Recommendation 6:** Clarify who leads what. Establish a neutral, credible convener and assign clear roles, responsibilities, and outcomes among agencies.
 - Include New York State Department of Labor as a contributing agency.
 - Create an ongoing working group from multiple partners—labor, state, workforce, education, and industry—to understand and address workforce needs.
- **Recommendation 7:** Coordinate workforce strategy with procurement strategy. Align workforce agencies early with nuclear planning, siting, procurement, and implementation teams.
 - Ensure availability of skilled workforce related to project management and development, public relations, regulatory affairs, and community outreach at the right stage of each project.
- **Recommendation 8:** Sequence funding with market signals. Track project timing and workforce dynamics before committing additional nuclear workforce funds.
- Consider coordination and funding related to the college track, apprenticeship programs for credit, Reconnect NY, and 4-year degree jobs, even though these are not typically the focus or workforce development.
 - Ensure funding is adequate, relatively easy to access, and covers a variety of expenses.
 - Focus on job quality in high-road careers.
- **Recommendation 9:** Co-design with employers and industry. Use real staffing assumptions, risk-sharing mechanisms, employer participation requirements, internships, and research partnerships to shape programs.
 - Treat existing industry as willing and capable partners in supporting the build-out.
 - Engage with OEMs and developers with Tier 2 and Tier 3 suppliers, who are employers and have their own connections to workforce.
- **Recommendation 10:** Support union workforce readiness. Strengthen traveler attraction, on-site retention, wraparound services, and access/clearance preparation.

Commented [TC1]: is this meant to say "of" instead of "or"?

- Understand how the existing nuclear circuit among trade unions works and can be supported.
- Create a single safety/security standard across states for advanced nuclear so workers can easily line up projects without additional training or certifications.
- Coordinate with the New York State Building & Construction Trades Council and regional councils early and often.
- **Recommendation 11:** Invest in smaller scale higher education pathways. Start with faculty, program development, credentials, technician pathways, apprenticeships, and nuclearized curricula.
 - Invest in faculty recruitment, and train-the-trainer programs.
 - Develop nuclear focused micro-credentials.
 - Engage the Nuclear Energy Institute on workforce strategy coordination.
- **Recommendation 12:** Build nuclear career awareness early. Invest in K–12, Board of Cooperative Educational Services (BOCES), and career and technical education (CTE) awareness programs, especially in host communities.
 - Partner with and grow the New York State Teacher Ambassador Program.
 - Provide pathways for teachers, faculty, and trainers to connect to industry and gain industry knowledge to provide better and more focused training.
 - Align efforts with New York Inspires and Portrait of a Graduate activities.

Final Steps

- NYSERDA thanked TWG members for their participation in the meeting. The next meeting will be on or around July 30. This will be a full TWG meeting with both the Workforce and Supply Chain subcommittees attending.

Action Items and Next Steps

Task	Assigned to	Target date
Post the meeting notes and send out the agenda for the next meeting.	ERG	July 2, 2026

Participants

Member Organizations

Empire State Development
International Brotherhood of Electrical Workers
Manufacturers Association of Central New York
New York State American Federation of Labor and Congress of Industrial Organizations
Rensselaer Polytechnic Institute
Soulful Synergy
State University of New York (SUNY)
SUNY Maritime College
Workforce Development Institute

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