

**Jobs and Workforce Plan
for
NY Nacelle SCIP Facility
Version 1.0**



with

New York State Energy Research and Development Authority
Albany, NY

Prepared by
Siemens Gamesa Renewable Energy
11950 Corporate Blvd Orlando, FL 32817



2023

[REDACTED]		
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]

[REDACTED]		
Name/Title		
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]

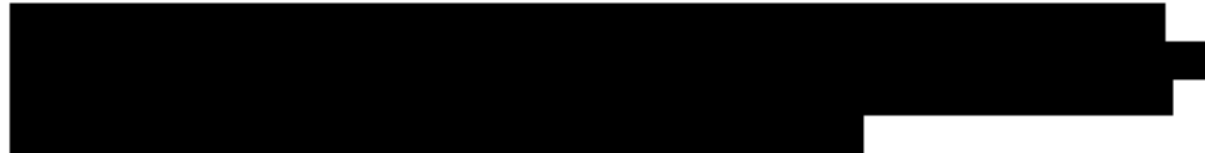
Links to project information: [website, etc.]

<https://www.siemensgamesa.com/newsroom/2023/02/021323-siemens-gamesa-press-release-new-york-offshore-nacelles-facility>

1. New York Jobs and Workforce Plan Summary

Overall philosophy and principles

As the global leader in Offshore Wind, with production facilities in eight different countries, Siemens Gamesa knows the importance of productive coexistence and collaboration with our regional stakeholders. As SGRE has developed its footprint, it has been viewed as a strong partner to jointly realize the goals of the communities in which it operates.



Siemens Gamesa is prepared to create hundreds of sustainable, attractive, long-term positions for highly skilled workers in New York. We have a proven track records of accomplishing this in the United States and abroad. Our highly capable Operations and Human Resources organizations have collaborated to assess availability of skilled labor in sufficient quantities in the target areas, and have ensured that our planned nacelle facility and corresponding offer is achievable and executable, on time and within budget.

2. Labor Engagement



3. Project Labor Agreements

[REDACTED]

[REDACTED]

[REDACTED]

4. Industry Wide Training and Education

Siemens Gamesa recognizes New York's impressive effort in the area of training and development for its Offshore Wind Workforce. Siemens Gamesa is committed to training and continuous development. Our Wind Academy in Orlando, FL is a staple in the Wind Industry. A 40,000 square-foot facility built in 2013 for \$7M USD, offering Global Wind Organization (GWO) courses, and a wide range of technical and safety courses that address the needs of the Offshore Wind Industry.

If selected as a partner in New York, SGRE will be a cooperative partner with the state and its workforce, helping to identify opportunities for collaborating, developing, investing in, and establishing partnerships with the New York State offshore wind workforce training efforts currently underway or in the planning stages. At that time, we will provide updates on potential utilization or creation of workforce development programs including whether their proposed project will integrate pre-apprenticeship programs, registered apprenticeship programs, or other labor-management programs. As part of our efforts, SGRE intends to coordinate with members of the Jobs and Supply Chain Technical Work Group.

5. Just Transition

Siemens Gamesa recognizes that a just workforce transition is key component to achieving the Climate Act goal of zero-emissions electricity by 2040. Siemens Gamesa fully intends to collaborate in ensuring a just workforce transition to Offshore Wind and clean energy economy jobs in support of this. Siemens Gamesa's believes that its proposed facility will create opportunities for New York's communities, local unions, and workers impacted by reduced use of fossil fuel electricity generation.

[REDACTED]

6. Jobs Commitments

Siemens Gamesa has highlighted job creation potential in the applicable SCIP Proposal Offer Letter, SCIP master, and Appendix M. Siemens Gamesa is committed to creating opportunities for Disadvantaged Communities, MWBEs, and SDVOBs, and plans to collaborate with state and local entities throughout the project development and execution process in this effort.

JW [1/2/3/4/5] ID	Detailed Description
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]