



# 11

# New York Jobs and Workforce Plan



<b>LOI</b>	Letter of Intent
<b>LPA</b>	Labor Peace Agreement
<b>MOU</b>	Memoranda of Understanding
<b>MW</b>	Megawatts
<b>MWBE</b>	Minority and Women-owned Business
█	██
<b>NYC</b>	New York City
<b>NYCEDC</b>	New York City Economic Development Corporation
<b>NYSERDA</b>	New York State Energy Research and Development Authority
<b>OEM</b>	Original Equipment Manufacturer
<b>OFL</b>	Onboard Fisheries Liaison
<b>OM</b>	Operations and Maintenance
█	██
<b>OREC</b>	Offshore Wind Renewable Energy Certificate
<b>OSW</b>	Offshore Wind
█	██████████
<b>PLA</b>	Project Labor Agreement
<b>Rise</b>	Refers to Rise Light & Power, LLC. In certain instances, "Rise" may also refer to one or more of Rise's affiliate entities, Queensboro OSW01 Holdings, LLC, Queensboro Development, LLC, or Ravenswood Operations, LLC, all of which are under common ownership and control
<b>SDVOB</b>	Service-Disabled Veteran Owned Business
<b>SOC</b>	Standard Occupational Classification
<b>STD</b>	Sexually transmitted diseases
<b>STEM</b>	Science, Technology, Engineering, and Math
█	██
█	██
█	██

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# 11. New York Jobs and Workforce Plan

## *AE1 – A Just Transition for Union Workers*

### 11.1 New York Jobs and Workforce Plan Summary

#### 11.1.1 A Renewable Energy Workforce for New York State

This document outlines Attentive Energy’s commitment to the people of New York that it will build, operate, and maintain this project, while setting a new national standard for how we create lasting pathways to participate and thrive in tomorrow’s clean energy economy.

Interest in, and passion for, a career in clean energy can range from middle school students to mid-career professionals seeking a role in an industry that will be a cornerstone of New York’s economy. Attentive Energy’s initiatives and programming have been designed to meet a once in a generation opportunity while ensuring New Yorkers benefit from a career in offshore wind. This plan and its commitments follow years of open and proactive engagement to ensure Attentive Energy understands what these communities and workers need to be successful in the years ahead.

Attentive Energy has designed and developed a comprehensive Jobs and Workforce Plan, [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

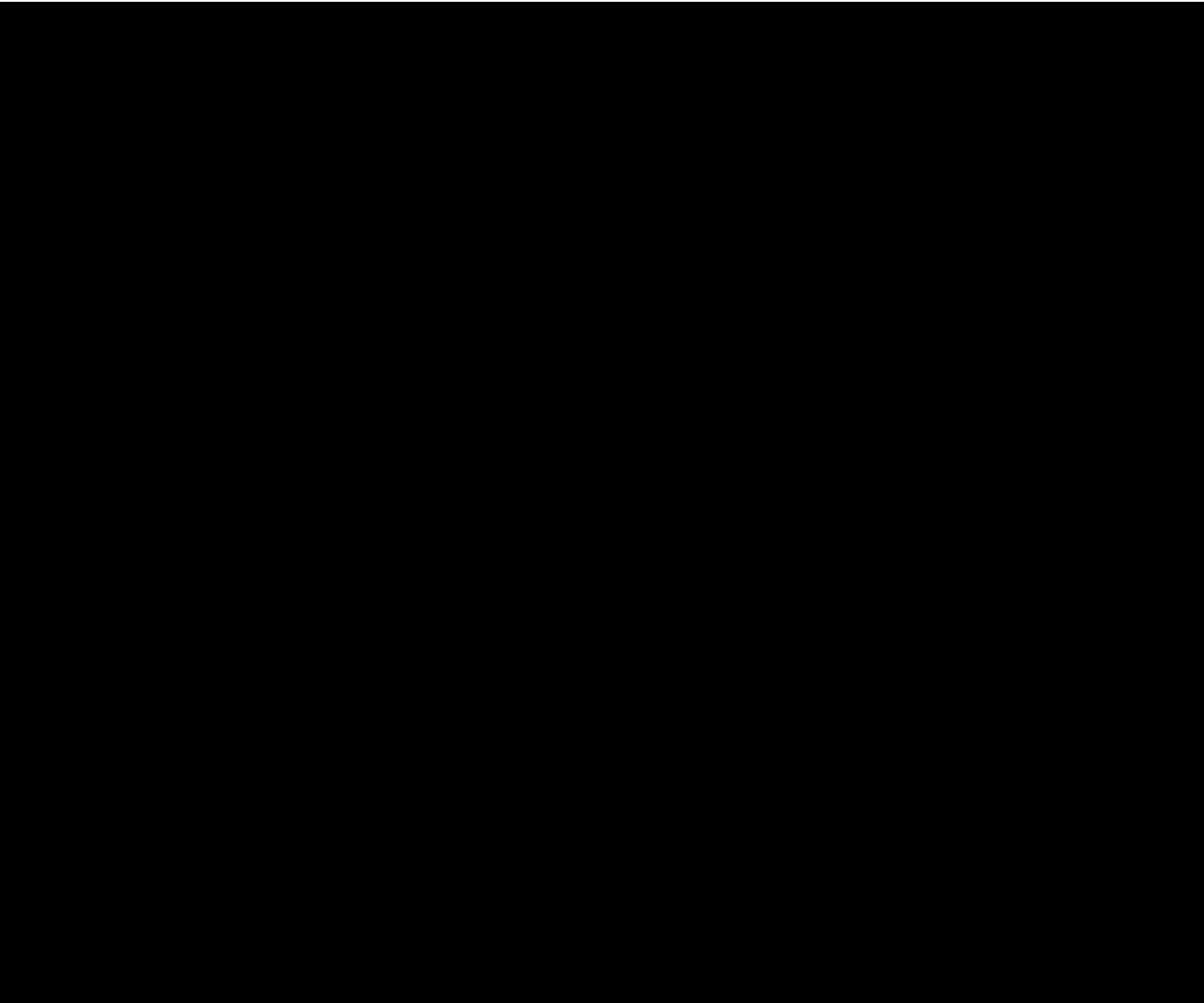
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[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



Attentive Energy is firmly aligned with the goals adopted in the New York Climate Action Council Scoping Plan, especially those in Section 11.5 of the plan, which is focused on a just transition.

### 11.1.2 Opportunities, Challenges, and Existing Research

#### Opportunities, Challenges, and Existing Research

It is estimated 18,000 to 23,000 jobs will be created in New York State between 2019 and 2040 as the state fulfills its commitment to develop 9,000 megawatts of offshore wind energy by 2035.<sup>1</sup> New York State's current workforce must be expanded and reskilled to meet the unfolding needs of the offshore wind industry. The U.S. construction industry is already struggling to attract and retain workers – in early 2024, over 400,000 construction positions remained<sup>2</sup>, the second-highest level recorded since data collection began. The 2022 (the most recent version available as of August 2024) New York State Offshore

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<sup>1</sup> New York State Offshore Wind Workforce Gap Analysis, 2022

<sup>2</sup> Bureau of Labor and Statistics Job Openings and Labor Turnover Survey, July 2024

Wind Workforce Gap Analysis projects that construction and manufacturing positions will account for 48.5% of offshore wind industry jobs by 2030, and 56.5% by 2040. And new infrastructure investments totaling \$550 billion embedded in the US Bipartisan Infrastructure Law could create demand for 3.2 million new non-residential construction jobs over the next ten years, further straining enormous labor needs in a growing industry.

To address labor demands in this challenging environment, new pools of labor must be identified, recruited, trained, and ultimately retained. New York State has a lower concentration of key offshore wind-related jobs compared to other states with existing offshore wind developments. Compared to the national average, New York State also has a lower concentration of manufacturing, construction, and operations and maintenance jobs. These three job categories are crucial components of a successful statewide offshore wind industry and are projected to represent 65% of job growth from offshore wind development. The 2022 New York State Offshore Wind Workforce Gap Analysis modeled the estimated workforce demand for 9,000 MW of offshore projects in New York State and found four offshore wind occupations with severe potential workforce gaps. The projected workforce gaps for Plant and System Operators, Hoist and Winch Operators, Continuous Mining Machine Operators, and Wind Turbine Service Technicians are categorized as severe. Thirty-five occupations are further classified as having moderate workforce gaps, where demand exceeds supply, but the gap does not exceed the existing workforce. To meet this demand, non-traditional workers in construction, including women, formerly incarcerated individuals, transitioning veterans, and workers from Disadvantaged Communities offer the promise of helping the industry meet its pressing labor needs while ensuring that its workforce is truly reflective of New York's rich diversity.

Diversifying the workforce will be a guiding principle for Attentive Energy as training and hiring pipelines are developed for the Project. According to the 2023 New York Clean Energy Industry Report, Women, Hispanic or Latinx, Asian, and Black or African American workers are underrepresented in New York's clean energy industry.<sup>3</sup> Only 15% of clean energy employers work with local training providers and only 13% work with local unions for recruitment.

The 2023 clean energy report also shows that recruitment efforts still need to address the negligible footprint of clean energy jobs in under-represented communities. Hispanic or Latinx comprised only 15% of the workforce in the New York Clean Energy industry in 2022; for Black or African Americans, the figure was 9%. Comparatively, their White counterparts comprised 72% of the New York clean energy industry workforce in 2022. While there are 171,000 New Yorkers currently working in the clean energy industry, the industry can and must do more to ensure an equitable distribution of jobs for all New Yorkers.

One significant challenge in attracting talent, according to the 2023 report on New York's clean energy economy, is the need for education and training, which is particularly true for offshore wind employment. The lifestyle associated with working at sea is unique, and the training regimen will need to help workers understand and manage unique risks. Offshore wind jobs typically require either an apprenticeship, postsecondary training, or a bachelor's degree. The industry will require workers for job categories that are new to the region such as wind turbine technician, but also for existing jobs, such as electricians, marine welders, vessel crew members, and a host of other construction and maintenance activities. Many of these jobs will also require specialized knowledge of offshore wind and HVDC energy transmission technology, or material-handling equipment like self-propelled modular transporters to move components, a stark shift from the yard vehicles and forklifts that longshoremen have traditionally used. Each of these jobs will require additional training in sea survival and other maritime safety skills. Basic Safety Training is the GWO training standard, which consists of five training modules and is regarded as

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<sup>3</sup> New York Clean Energy Industry Report. 2023

the baseline training necessary to enter or work on an offshore wind project. The domestic offshore wind industry must vastly increase GWO training capacity to meet this need.

Significant investment is needed to educate young people in and train adults for the opportunities to come. New York State has invested significantly in workforce training to prepare the jobseekers for the unfolding clean energy transition; Attentive Energy will build on the State’s investment with the Plan.

### 11.1.3 Goals and Experience

#### Overall Goals

Attentive Energy is committed to making a substantial investment to help close the workforce gap.

[Redacted]

Many of these jobs will need training in the skills described above. These jobs will be filled using connections to local unions, higher education institutions, and CBO partners that can help find qualified residents from nearby communities for these positions.

#### Workforce Training Experience

[Redacted]

[Redacted]





[Redacted text block]

[Redacted text block]

[Redacted text block]

11.1.4 Supporting Equitable Access to Jobs, Training, and Economic Opportunities Across the Offshore Wind Sector

Investing in the local workforce, adjacent industries, and Disadvantaged Communities are essential prerequisites for the Project as it assembles an equitable offshore wind ecosystem across NYC, Long Island, and the upstate regions.

[Redacted text block]

STEM Education and Maritime Cultivation Activities

[Redacted text block]

In February 2021, NYSERDA published the Overview of Offshore Wind Opportunities for Experienced Mariners, which remains the most recent version of the document. The Overview outlines ways for experienced mariners to complement their income and forecasts opportunities available from offshore wind development.

[Redacted text block]

## Workforce and Talent Pipeline

[REDACTED]

[REDACTED]

[REDACTED]

## MWBE / SDVOB Supply Chain Support

Building an equitable offshore wind workforce ecosystem would not be complete without MWBE and SDVOB supply chain incubation and support. [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Attentive Energy believes fulfillment of supply chain diversification goals must be incorporated into the terms and conditions of supplier contracts. Any direct contractor must report in-state spending including MWBE/SDVOB contracts awarded. Attentive Energy will commit to hiring an independent consultant who will be responsible for tracking, reviewing, auditing, and reporting all compliance metrics related to DEIJ contracting.

[REDACTED]

### Economic Opportunities and Workforce Pipeline for Disadvantaged Communities

Attentive Energy believes Disadvantaged Communities should be at the front of the line for clean energy investments and community benefits, including equitable access to quality training, jobs, and other economic opportunities. The clean energy transition must benefit the communities that have directly borne the burden of the fossil fuel economy. Therefore, Attentive Energy will make direct community investments to support equity and fund organizations that provide critical workforce development services to constituents in Disadvantaged Communities.

[REDACTED]

[REDACTED] For more information about engaging Disadvantaged Communities refer to Section 8.4 of this Proposal.

## 11.2 Labor Engagement

### 11.2.1 Unionized Labor’s New York Legacy

In New York, labor unions play a significant political and social role in the planning and execution of economic development projects. Union support has been instrumental in promoting Paid Family Leave, prevailing wage protections, raises to the minimum wage, and worker safety standards that are some of the most protective in the world. Unions are not only organizations formed for the promotion of worker power, but also instruments of community action, education, and social change. They speak for the interests of millions of families and can be the single best predictor of economic stability in middle- and working-class families.

Attentive Energy understands that it shares a vested interest with organized labor in hiring a sustainable workforce that will build and maintain the future of clean energy in New York.

Representation through collective bargaining ensures that the work ahead will be done properly, and that this emerging industry can provide the numerous community and economic benefits that flow from good jobs at living wages.

### 11.2.2 Attentive Energy’s Labor Liaison

To work with union partners and assist Attentive Energy in identifying the most productive investments that can be made in planning the workforce, [REDACTED]

[REDACTED]

[REDACTED]

### 11.2.3 Attentive Energy’s Labor Partnerships

For Attentive Energy, employing a unionized workforce is essential, and is anchored in an understanding that the Project creates shared wins for the environmental justice and labor communities.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

## 11.3 Project Labor Agreements

### 11.3.1 Attentive Energy's MOU with BCTC

[REDACTED]

[REDACTED]

[REDACTED]

#### PLA Efficiencies and Savings

Attentive Energy expects [REDACTED] and other involved union parties to bring several efficiencies to the Project:

- [REDACTED]

- [REDACTED]

- [REDACTED]

- [REDACTED]

[REDACTED]

[REDACTED]

### 11.3.2 Attentive Energy and a Proven History of Labor Harmony

Rise and UWUA Local 1-2 bring a successful history in the operation of Ravenswood Generating Station. UWUA has enabled Ravenswood Generating Station’s safe and efficient operations for the past 60 years, with a safety record above industry standards and no work stoppages since Rise took ownership of the plant in 2017. Furthermore, Rise regularly engages with other union trades for certain repair and maintenance work at Ravenswood Generating Station, [REDACTED]

### 11.3.3 Attentive Energy’s Commitment to Labor Wage Standards

Attentive Energy believes that the growing green energy economy will provide family-sustaining union jobs. Attentive Energy is committed to [REDACTED]

### 11.3.4 Labor Peace Agreements

Attentive Energy is committed to a collaborative model of labor relations where employees can fully exercise their rights to union representation. Attentive Energy recognizes that a well- represented workforce allows for efficiency, workforce stability, and higher quality work. To build on its commitment to stability and an organized workforce, [REDACTED]

## 11.4 Industry Wide Training and Education

### 11.4.1 Current Offshore Wind Workforce Training Efforts

In addition to investing in new capacity, Attentive Energy will collaborate with existing New York State and NYC offshore wind workforce training efforts currently underway and New York State and City academic institutions to make information about the offshore wind industry and career opportunities accessible to the future workforce. For example, [REDACTED]



[Redacted text block]

#### 11.4.2 Apprenticeship Opportunities

[Redacted text block]

[Redacted text block]

[Redacted text block]

#### 11.4.3 Coordinating with the Jobs and Supply Chain Technical Working Group

[Redacted text block]

[Redacted text block]

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[Redacted text block]

[Redacted]

[Redacted]

- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]

Additional detail is provided as an attachment to this Section 11 of the Proposal. [Redacted]

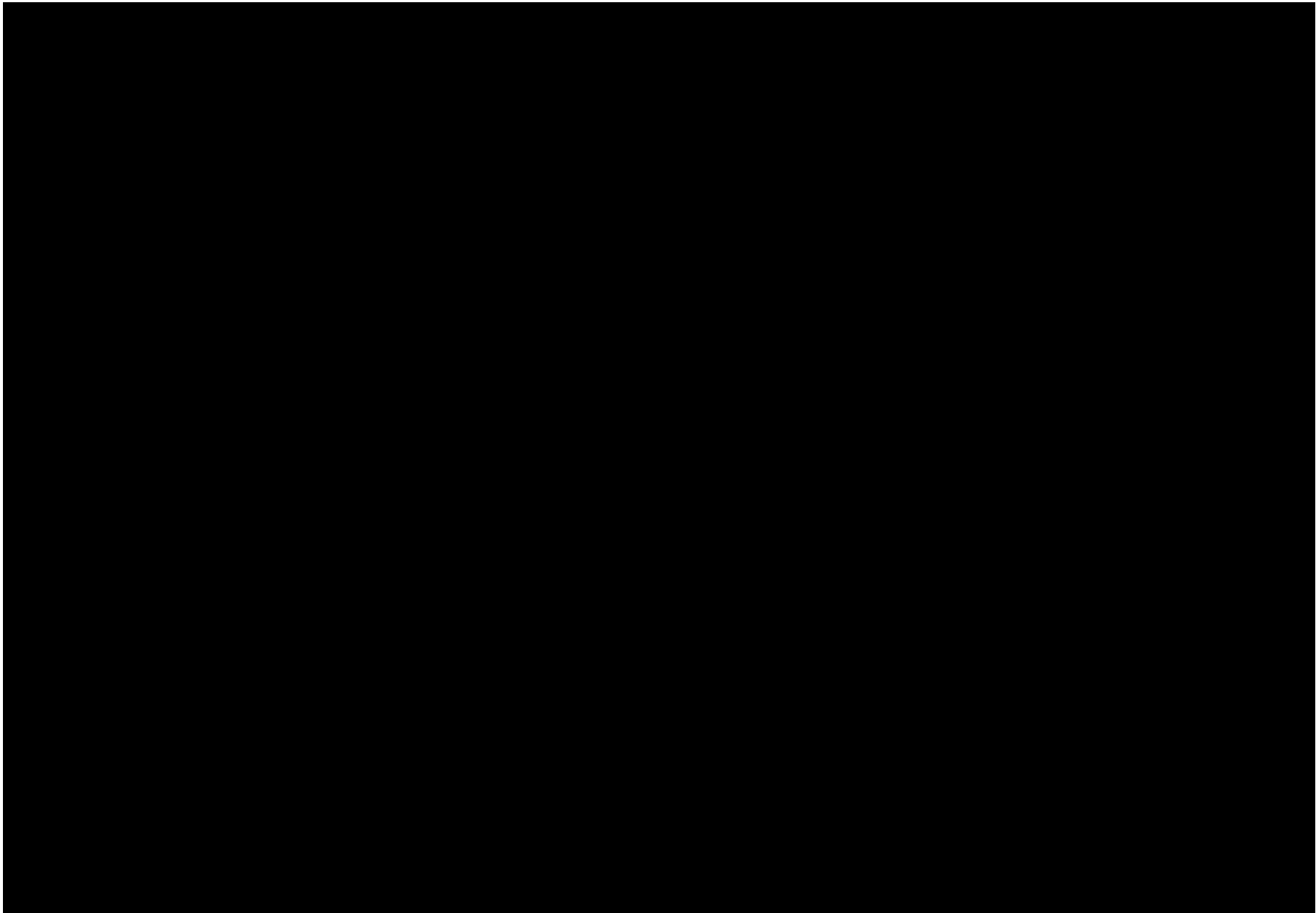
[Redacted]

#### 11.4.4 Recruiting and Investing in Education, Training Programs, and Training Centers

[Redacted]

[Redacted]

- [Redacted]
- [Redacted]
- [Redacted]



Attentive Energy is a New York company, with offices in Manhattan, and sponsor Rise's core facility at Ravenswood Generating Station directly on the East River. Therefore, many of these investments are centered in and around NYC. However, it is important to frame them within Attentive Energy's mission of meeting the workforce where they are. This Project should be viewed as an effort to reach into the state and seek ways to drive training, investment and opportunity into communities as varied as New York itself.

[Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text block]

[REDACTED]

[REDACTED]

[REDACTED]

## 11.5 Just Transition

### 11.5.1 Collaborating for a Just Transition

Attentive Energy is committed to ensuring a just transition for workers across New York State that are impacted by the ongoing national transition away from fossil fuel energy production. A cornerstone of Attentive Energy’s mission is its commitment to the UWUA Local 1-2 workers who operate Ravenswood Generating Station. In partnership with UWUA Local 1-2 President James Shillito, Rise regularly updates Ravenswood Generating Station’s union employees on the status of renewable energy development projects, ensuring that the workforce has a transparent view of the site’s future. Rise and UWUA Local 1-2 regularly join forces to advocate for a just transition, including Federal, State, and local elected officials and community-based organizations. In addition to advocating for a just transition and responsible deployment of renewable energy, Rise maintains premier standards at Ravenswood Generating Station for worker safety, equipment, and training, ensuring that its employees are equipped to do their best work while earning a steady, middle-class wage.

### 11.5.2 Investing in a Just Transition

Attentive Energy is committed to ensure that a model just transition takes place at Ravenswood Generating Station. [REDACTED]

[REDACTED]

[REDACTED]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

### Connecting Incremental Benefits to Disadvantaged Communities

[Redacted]

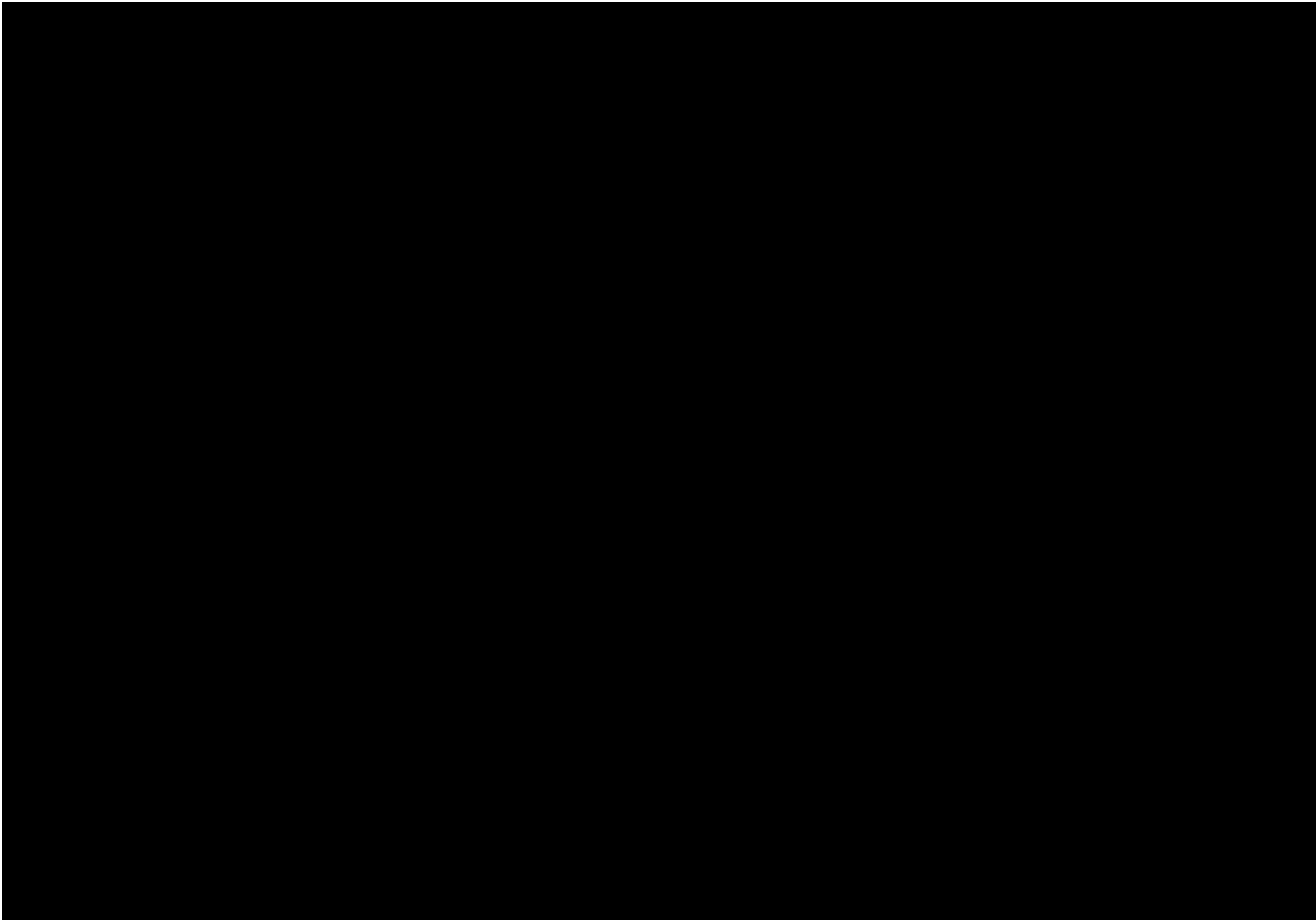
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[REDACTED]

### 11.7 Claim Documentation Table

Attentive Energy recognizes the critical importance of not just good-faith efforts to describe the spending New York will see on labor related to offshore wind, but also enough detail for the state to have a comprehensive view of the promise of this industry. Because of that, Attentive Energy, [REDACTED] [REDACTED] has broken out this table giving detail on the Labor claims in the Offer Data Form. This should allow NYSERDA and other reviewers the confidence to understand this Project's commitment to a vibrant, 21<sup>st</sup> century cleantech workforce.

A more complete description of each EB ID, including examples, can be found in Table 11-3. Further information can be available upon request.



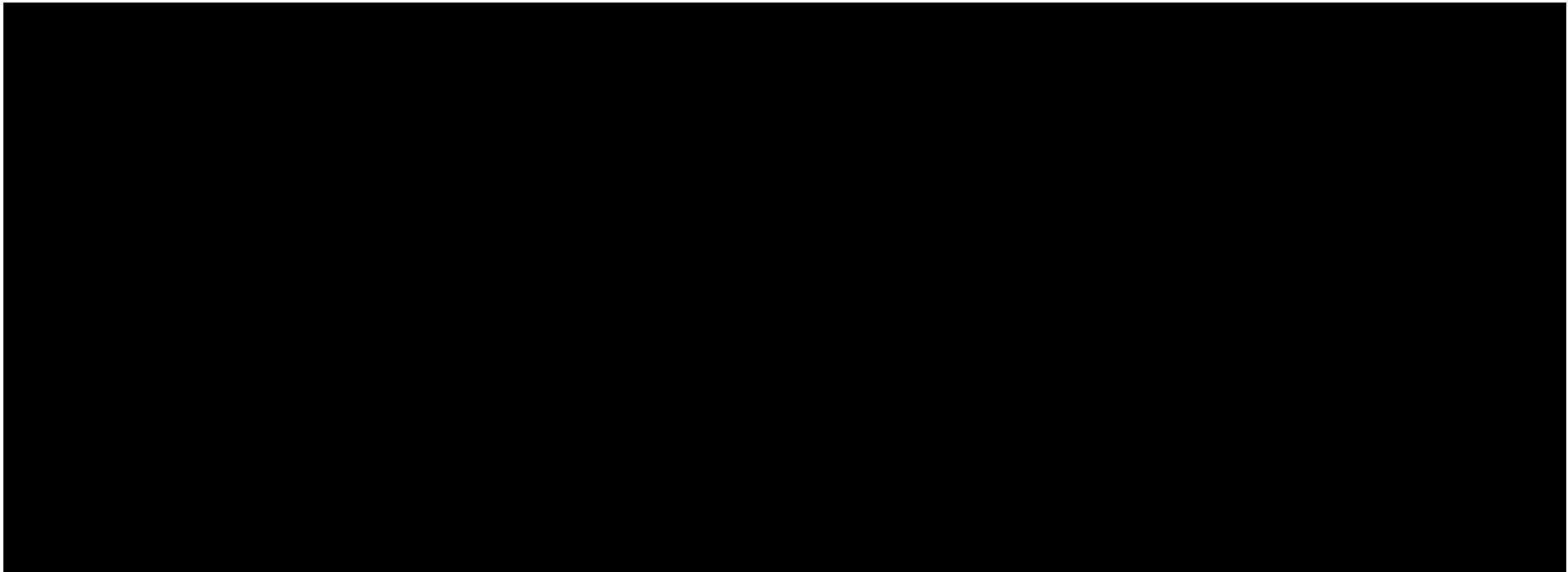














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