

NYSERDA 2023 OFFSHORE WIND SOLICITATION ORECRFP23-1

New York Jobs and Workforce Plan

Public Version

Community Offshore Wind LLC
Lease OCS-A 0539



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Section 11 – New York Jobs and Workforce Plan
Narrative Component

Jobs and workforce plan

NYSERDA 2023 Offshore Wind Solicitation ORECRFP23-1



List of acronyms and abbreviations

Abbreviation	Explanation
PLA	Project Labor Agreement
LPA	Labor Peace Agreement
NYS BCTC	New York State Building and Construction Trades Council
ARC	Apprenticeship Readiness Collective
NEW	Nontraditional Employment for Women
P2A	Pathways to Apprenticeship
CSKILLS	Construction Skills
CJNY	Climate Jobs NY
RA	Registered Apprenticeship
NYS DOE	New York State Department of Education
NYS DOL	New York State Department of Labor
BOCES	Boards of Cooperative Education Services
DEIJ	Diversity, Equity, Inclusion, and Justice
MC3	Multi-Craft Core Curriculum
KCC	Kingsborough Community College
SIU	Seafarers International Union

NYSERDA solicitation requirements

Our NY Jobs and Workforce Plan addresses each requirement described by NYSERDA in the fourth request for proposals for offshore wind renewable energy certificates (ORECRFP23-1) while underlining our capabilities to successfully realize the project.

Table 11-1 Solicitation requirements

Solicitation requirement	Section
The New York Jobs and Workforce Plan should describe the Project's impact and benefit to New York's offshore wind workforce with specific focus on recruiting and collaborating with skilled trades / labor unions, members of Disadvantaged Communities, MWBEs and SDVOBs.	11.1
Proposers must name a Labor Liaison in the Plan, who is instrumental in the Plan formation, and who will be engaged early in development to help identify and establish relationships with relevant Labor unions. A brief biography of the Labor Liaison should be provided to support an assessment of their subject matter expertise.	11.2
Proposers should identify how they intend to source labor and build clear career pathways for job growth in New York State, as well as identify partnerships with workforce partners such as labor unions and labor-management joint training programs	11.2;11.3; 11.4.1.2; 11.4.1.3;11.4.2;
Plans should detail which labor unions have already been identified and if any partnerships exist presently or are planned. The Proposer must describe how, specifically, it will identify labor union stakeholders relevant to both the onshore and offshore development, construction, and operation of the Project.	11.2; 11.3
The Proposer must also describe how it will communicate and work with labor unions and workforce training suppliers throughout project development including appropriate project milestones for labor engagement (i.e., prior to feasibility studies on PLAs, upon permitting, prior to hiring, etc.), construction, and operation.	11.2
The Plan should address health and safety training and commitment to incident reporting and loss prevention.	11.2;11.3;11.4
The Plan should describe the actions the Proposer intends to take to further diversity, equity, and inclusion principles, including good faith efforts to contract with MWBEs and SDVOBs.	11.2;11.3;11.4;11.5
The Plan should clearly indicate how the Proposer intends to incorporate labor requirements set forth in the RFP, such as payment of Prevailing Wages, negotiating Project Labor Agreements (PLA), adhering to Labor Peace Agreement (LPA) requirements, and maximizing opportunities for members of Disadvantaged Communities, MWBEs and SDVOBs.	11.2;11.3;11.5
The Plan should articulate the potential cost savings that PLAs could offer to the Project, including a qualitative explanation of the major elements of a PLA that may offer project savings, schedule savings, shift expectations, labor harmony, training	11.3

opportunities, and other benefits. Proposers must provide a list of expected PLAs that the project would execute along with the stage of the project that each PLA would need to be in place. Supporting estimates of jobs created, program funding, number of individuals trained and their geographic locations, grants or scholarships provided, recruitment numbers and jobs retained should be provided

Proposers should detail a plan to engage and begin negotiating a PLA with the unions whose members perform work in transmission and distribution, power generation, as well as the construction, operation and maintenance of power plants and port or marine infrastructure. 11.3

The Plan must account for the need to coordinate with members of the Jobs and Supply Chain Technical Work Group (JSC-TWG) and a narrative depicting awareness of the current offshore wind workforce training ecosystem. 11.4.5

Proposers shall identify opportunities for collaborating, developing, investing in, or establishing partnerships with the New York State offshore wind workforce training efforts currently underway or in the planning stages. 11.4

Proposers shall provide details on 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.

Proposers must describe how they will support training and trainers, including detailing the numbers of people that need to be trained by when and for what skill sets. 11.2; 11.4

Proposers must be aware and detail their plans to recruit and invest in existing workforce training within the state

The Plan should describe how the Proposer is considering providing support for the transition of New York’s communities, local unions, and workers impacted by reduced use of fossil fuel electricity generation or repurposing of fossil fuel infrastructure. 11.2; 11.5

The Plan should detail how workers are transitioned from known, New York State, fossil fuel infrastructure or other displaced workers into the clean energy economy or other adjacent fields through workforce training and innovative recruitment methods.

The Plan should provide detail on an estimated total number of workers needed per occupation title listed on the NYSERDA Offshore Wind Workforce page.

The Plan should connect the estimated workforce estimates above with the Incremental Economic Benefits claims as detailed in Appendix B.1 that are contractually binding as Expected Labor Dollars, which are an important part of the evaluation of 20 points for New York Economic Benefits as described in Section 3.3 of the RFP. Section B.1.A of Appendix B.1 describes the types of Incremental Economic Benefits that may be claimed. Section B.1.B describes the format of the Incremental Economic Benefits claim documentation that is required to be included in the Economic Benefits Plan. 11.6

11.1 Summary

At Community Offshore Wind, we are committed to leading this once-in-a-generation opportunity to create an equitable, diverse, and highly skilled clean energy workforce in New York. As leaders in responsibly developing offshore wind projects, we must be intentional in tackling the intersecting crises of climate change and racial and socioeconomic inequality. In 2021, of the twenty most ubiquitous occupations, “60% are paid less than \$20 per hour.”¹ Asset Limited, Income Constrained, Employed (ALICE) households make up 44% of the households in the State, with the highest rates below the ALICE threshold coming from Black and Hispanic, young, and single-parent households.² All the while clean energy jobs were outpacing the growth of the State’s economy at 3.5% from 2021-2022 and only seven percent of employers reported that there were no hiring challenges.³ To address the need for financial empowerment and skills training, and to better enable communities to participate in the clean energy industry, we must work closely with organized labor, academia, and other workforce entities. In our New York Jobs and Workforce Plan, [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] At Community Offshore Wind, we believe it is central that offshore wind and clean energy jobs are accompanied by strong labor standards across all phases of development to ensure successful implementation of the Climate Leadership and Community Protection Act (CLCPA). We aim to lead by example on ‘Just Transition’ principles by securing high-road labor agreements in Project Labor Agreements (PLAs), Labor Peace Agreements (LPAs), Buy- American, and workforce development plans. [REDACTED]

[REDACTED]

We will empower the workforce by prioritizing equity and just transition principles when designing our workforce initiatives. [REDACTED]

[REDACTED]

[REDACTED]

The offshore wind industry must develop uniform training, safety standards, and manufacturing certification requirements to build confidence amongst training providers, New York’s manufacturing

¹ ALICE in the Crosscurrents: COVID and Financial Hardship in New York, April 2023, Pg 12.

² ALICE in the Crosscurrents: COVID and Financial Hardship in New York, April 2023, Pg 19.

³ [New York Clean Energy Report](#) (2023), 4.

companies, and workers that they will realize the benefits of a burgeoning American offshore wind industry.

As identified by NREL,¹ “supplying the magnitude of skilled trade workers needed is a critical gap for manufacturing and supply chain factories, ports and staging terminals, and vessel maritime construction crew.” [REDACTED]

[REDACTED]

11.2 Labor Engagement

Community Offshore Wind views organized labor as a crucial partner in scaling up New York’s workforce to meet the offshore wind industry’s demand for skilled labor. By utilizing union labor, investing in, and collaborating with pre-apprenticeship, apprenticeship, and labor management training programs, we can meet the industry’s workforce needs and ensure that the build-out and operations of offshore wind projects is done safely, on-time, and by experienced workers. All the while prioritizing labor neutrality and the “NY Buy-American Act” provisions throughout our supply chain.

Union training programs are not only a tool to scale up our local workforce to meet offshore wind demand, but also to create equitable career pathways for New Yorkers that lead to jobs that provide family-sustaining wages, fringe benefits, and financial security for our communities. For example, New York City’s Building and Construction Trades Apprenticeship Readiness Collective (ARC) focuses on addressing racial, social, and economic representation in the labor movement and continues to realize concrete results. ARC encompasses multi-craft core curriculum (MC3) ⁴pre-apprenticeship programs that recruit from specific underserved or marginalized populations and provide direct entry into a Building Trades apprenticeship program. These programs include NY Helmets to Hardhats; Nontraditional Employment for Women (NEW); Pathways to Apprenticeship (P2P); and Construction Skills (CSKILLS). From 2016-2021, the ARC placed almost 2,000 individuals in unionized apprenticeship programs and has a retention rate of 78%.⁵

[REDACTED]

⁴ <https://nabtu.personalearning.com/v3/home>

⁵ ARC Outcomes and Demographics Report DECEMBER 2021

[REDACTED]

[REDACTED]

[REDACTED] We will continue to utilize our labor liaison's experience in organized labor to build trust and provide certainty that strong labor standards and practices will be utilized throughout the Project's life cycle, along with any related supply chain investments.

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- **Regional federations and labor coalitions:** New York City Central Labor Council; Long Island Federation of Labor; The Building and Construction Trades Council of Nassau and Suffolk Counties; Hudson Valley Labor Federation; Western NY Area Labor Federation; Greater Capital Region Building and Construction Trades Council; North America's Building Trades Union (NABTU); and the Coalition of Black Trade Unionists.
 - **Building and construction trades:** Utility Workers Union of America; International Brotherhood of Electrical Workers (IBEW); United Association of Plumbers, Fitters, Welders, and Service Technicians (UA); Laborers International Union of North America (LIUNA) United Steelworkers; International Union of Operating Engineers (IUOE); International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers; International Union of Elevator Constructors; United Brotherhood of Carpenters and Joiners of America; Operative Plasterers' and Cement Masons' International Association; International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers; International Union of Painted and Allied Trades; the International Brotherhood of Teamsters; and the Sheetmetal Workers' International Association.
 - **Non-building and construction trades:** Seafarers International Union; The Marine Engineers' Beneficial Association; The International Longshoremen's Association; American Federation of State, County and Municipal Employees (AFSCME) District Council 37; Service Employees International Union; United Autoworkers; Communication Workers of America (CWA); Industrial Division of CWA, IUE-CWA; and the International Association of Machinists and Aerospace Workers.



Pictured Above: COSW visiting the Finishing Trades Institute of NY (IUPAT DC9) in Long Island City. Mariah is holding a blaster, a tool used by the members of Local 806, Structural Steel and Bridge Painters.

The labor liaison will continue to meet with, educate, and consult labor unions, regional federations, and trade councils to identify the skillsets and the local affiliates that fit the needs for the Project's onshore and offshore activities. [REDACTED]

[REDACTED]

[REDACTED] While the labor liaison is acutely aware of the labor movement's need to settle these jurisdictional matters by itself, her role will

be to regularly communicate Project-specific updates and provide transparency on the skills; job titles; descriptions, and estimated job figures to arm labor unions with the information they need to determine jurisdiction of work and create robust offshore wind training programs through their respective apprenticeship and labor management training programs.

[REDACTED]

[REDACTED] Inherent in PLAs, LPAs, and future Collective Bargaining and Community Benefit Agreements (CBAs) is an intentional focus on providing equitable opportunities and reducing barriers for disadvantaged and underserved communities. We will negotiate provisions in these agreements that specifically address Diversity, Equity, Inclusion, and Justice (DEIJ) goals and help open the conversation to addressing barriers to entry for training programs, like the training dessert experienced by many people of color. Additionally, COSW will work with organized labor's contractors' associations to provide opportunities to expand MWBE/SDVOB utilization across the construction industry and prepare union members who may be interested in an entrepreneurial venture registering as a MWBE/SDVOB contractor in NYS. See Section 11.4.5 for more information on COSW's supply chain engagement plan.

[REDACTED]

Figure 11-1—Labor Communications and Engagement Plan, 2023



We will communicate transparently with labor unions and coalitions to share details regarding the Project's [REDACTED] direct and contracted jobs including titles, descriptions and skill sets needed in each phase of development while identifying skills gaps, necessary offshore wind specific certifications, and addressing the just transition of displaced and underemployed workers. We have developed a framework of workforce training programs (detailed in Section 11.4) and will work with organized labor to scale up pre-apprenticeship, apprenticeship, and other labor-management training programs (see Sections 11.4.1.2; 11.4.1.3; 11.4.2.1; 11.4.2.2).

11.3 Project Labor Agreements

Since the 1930s, Project Labor Agreements (PLAs) have promoted productivity, stability, and consistency on construction projects in the United States. This is a tool that has demonstrated success in planning projects, ensuring uniform safety standards and wages, and eliminating strikes or lockouts on projects across many sectors and industries. As the offshore wind industry matures, PLAs can help reduce risk and provide certainty in project development, a considerably important factor given the lengthy permitting milestones and regulations developers are currently experiencing at the federal, state, and local levels. To quantify how this translates into cost savings from a developer perspective, consider a Hill International cost-effectiveness study in which a NYC School Construction Authority PLA from 2005-2009 was scrutinized. The report concluded that over five years, the “total of major quantifiable cost savings resulting from utilization of a PLA in construction amount(ed) to \$221M.”⁶ Specifically, most of the savings were from uniformity in shifts, efficient collective bargaining

⁶ United States Department of Labor (USDOL). (2011). *Implementation of Project Labor Agreements in Federal Construction Projects: An Evaluation*. U.S. Department of Labor; Hill International.

agreements (CBAs) tied to the PLA, and provisions that allowed construction to continue without interruption, despite two unions being on strike. At Community Offshore Wind, preventing delays is a key consideration of our project to deliver to New Yorkers and meet the goals of the Climate Act. Project delays and cost overruns can be prevented by executing PLAs for the construction of our project. We expect such delays to be avoided through language in our PLAs that prevents work stoppages and lockouts, as well as by utilizing the highly trained, skilled and productive workforce represented by construction unions to build our project.

[REDACTED]

[REDACTED]

[REDACTED]

11.4 Community Offshore Wind’s Industry Wide Training and Education Programs

Offshore Wind presents a generational opportunity to create a new industry from the ground up to support the clean energy transition. New York has already realized a 3.5 percent growth in clean energy jobs from 2021 to 2022⁷ and projects an additional 58,000 jobs in Offshore Wind by 2030 to

⁷ NYSERDA (2023). New York Clean Energy Industry Report, 7.

meet its 100% domestic content target.⁸ Community Offshore Wind has created a framework of programs to enable and empower New York's communities to realize the immense opportunity presented by offshore wind development. [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

11.4.1 Powering Up the Workforce

[REDACTED]

[REDACTED]

⁸ NREL (2022). U.S. Offshore Wind Workforce Assessment.

[REDACTED]

11.4.1.1 Priority Population Career Readiness

As NYSERDA identified in its 2023 New York Clean Energy Industry Report, there are over 1,700 unique training programs that provide workers pathways for employment in the clean energy industry.⁹ There are an abundance of training opportunities, but often many individuals are not familiar with the ecosystem or know what resources are available to support their career exploration. [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

11.4.1.2 Increasing Equitable Access to Pre and Registered Apprenticeship

The New York State Department of Labor (NYS DOL) has identified the construction and skilled trades as a high-demand industry. With half of trades workers approaching retirement age during the next decade there must be an expanded focus on the recruitment and retention of individuals to the organized construction trades. This demand will be compounded by the rapid build-out and deployment of infrastructure, offshore wind, and other clean energy projects in the coming decades.

⁹ NYSERDA (2023). New York Clean Energy Industry Report, 37.

To meet this growing demand, labor union training programs are uniquely qualified to scale up and provide an “earn while you learn” model of on-the-job training, classroom instruction, and safety training to create the pathways to grow from an apprentice to a skilled tradesperson. Given the [REDACTED] direct local jobs associated with this project this, COSW plans to share the job numbers, timelines, and skill sets associated with these careers with organized labor, training providers, and RAs to have an accurate estimate of the specific number of individuals that need to be trained to build, maintain, and operate this wind farm. It is imperative to support the success of the union apprenticeship and pre-apprenticeship models across the State to become a trusted partner in expanding pathways to the labor movement.

Union Strong Career Pathways

[REDACTED]

[REDACTED]



Pictured Above: COSW, Ironworkers Local 40 & 361 members, and community members exploring unionized training opportunities in Astoria, NY during National Apprenticeship Week 2023

We have engaged organized labor and environmental justice organizations, to coordinate a series of interactive education sessions that would bring the training directors and staff of New York’s organized labor training programs together with frontline workforce organizations with the intentionality to expand outreach and recruitment from underserved populations.

[REDACTED]

¹⁰ CSKILLS, NEW, P2P, NY Helmets to Hardhats, & Opportunities Long Island

[REDACTED]



Pictured Above: Ironworkers Local 40 & 361 Journeypersons and apprentices speaking with community about offshore wind careers during National Apprenticeship Week, 2023.

Community Offshore Wind piloted our first session during National Apprenticeship Week 2023 [REDACTED]

[REDACTED]

Encouraging Direct-Entry and Registered Apprenticeship Collaborations

To scale the offshore wind workforce at the rate necessary to meet industry demand, it is essential to utilize and support existing NYS Department of Labor direct-entry pre-apprenticeship and Registered Apprenticeship (RA) programs. The curriculum, on-the-job- training, recruitment and retention components of these programs are monitored, scrutinized, and coordinated across industry, training providers, and the DOL to ensure the programs lead to family-sustaining career pathways.

COSW has listened and engaged with dozens of local workforce development organizations that have deep-rooted connections to community. [REDACTED]

[REDACTED]

[Redacted text block]

11.4.1.3 Program Development Grants

[Redacted text block]

11.4.1.4 One-time Capital Grants

[Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text block]

[REDACTED]

11.4.2.1 Creating High School to Clean Energy Employment Pathways



Figure 2—COSW engaging Nassau BOCES and Long Island school districts during Manufacturing Week 2023 at the Cradle of Aviation Museum in Uniondale, NY.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

COSW is proud of its current investments to address barriers to employment and expand access to career exploration. [REDACTED]

COSW has listened to frontline, environmental justice, and underserved community members and found that criminal history is an enormous barrier to employment, especially in the construction trades. To attain a Transportation Worker Identification Credential (TWIC) card, an individual cannot have a permanent or interim history of felony charges or violations that include terrorism, distribution of controlled substances, smuggling, etc.¹¹ In order to work on many union construction sites in NYC, the General Contractor requires workers to have a TWIC card. COSW will partner with a legal aid organization to provide legal services such as reducing current or past convictions, expunging records, or examining the accuracy of an individual's criminal history. This first-of-its-kind fund will prioritize funding access for individuals from DACs that are training, unemployed or underemployed, and currently working towards clean energy career tracks.

¹¹ <https://www.tsa.gov/disqualifying-offenses-factors>

[REDACTED]

11.4.5 Enabling the Tier 2-4 Supply Chain

Community Offshore Wind is committed to building up and supporting local New York State Businesses as part of our Supply Chain. Community Offshore Wind has developed a comprehensive economic development strategy that emphasizes purchasing from NY-based firms and supporting MWBE and SDVOB businesses through targeted procurements. [REDACTED]

[REDACTED]

[REDACTED] Our programs are designed to empower local partners and build on their existing relationships to provide small businesses with a wide range of resources from technical assistance to financing that will help them participate in the offshore wind industry. Our funding mechanisms are designed in such a way as to prioritize existing and potential MWBE and SVD OB firms and support local firms within DACs. Our funding priorities and values have been developed in part through our active participation in the Jobs and Supply Chain Technical Work TWG.

Over the past three years, Community Offshore Wind has supported the business community through a robust engagement effort. We are a leader in providing education to small businesses across New York State through our sponsorship of Oceantic Offshore Wind Ready and Foundation 2 Blade programs at SUNY Stony Brook and SUNY Farmingdale, which have attracted businesses across New York State. We have met with a wide range of organizations and businesses across the state and have developed a robust set of funding priorities that will provide critical resources and empower small businesses with a focus on supporting MWBEs and SDVOBs entering the offshore wind industry.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

11.4.5.4 Scoping Database Tool & Mentoring

MWBE and SDVOB firms have limited information about supply chain opportunities and how to navigate the emerging offshore wind industry. They often do not have the time or staff flexibility to

¹² <https://www.nyscdfi.org/nyscdfis>

investigate the offshore wind sector to understand how to tailor their facilities to meet the needs of the industry. [REDACTED]

[REDACTED]

[REDACTED]

11.5 Just Transition

The key to unlocking the promise of an equitable offshore wind industry and green energy economy is ensuring a just transition for workers and communities. According to The Climate Act, “shaping the ongoing transition in our energy sector to ensure that it creates good jobs and protects workers and communities that may lose employment in the current transition must be key concerns of our climate policy.”¹³ Additionally, the Climate Act recognizes that “setting clear standards for job quality and training standards encourages not only high-quality work but positive economic impacts.”¹⁴

We aim to be leaders in facilitating a ‘Just Transition’ to an equitable clean energy economy, both through creation of equitable economic opportunities (as detailed in Section 8.4.3 and Section 10) **and through targeted workforce training programs** that enable re-/up-skilling of workers and supply chain partners. As Climate Jobs NY highlighted in its Climate Action Council draft scoping plan comments, “building a clean energy economy will entail a wholesale restructuring of some industry sectors and make others virtually obsolete. This will result in significant impacts on workers and local communities, including members of our coalition.” We will prioritize these community groups in targeted training and development opportunities to equip them with the necessary skills and knowledge to succeed during this transition phase.

A just transition is not only about addressing displaced fossil fuel workers but reimagining the communities that have hosted fossil-fired generation for decades and have borne the consequences.

[REDACTED]

¹³ “The Climate Act,” Section 1(8).

¹⁴ Ibid

[Redacted text block]

█ [Redacted text block]

¹⁵ Climate Justice Alliance, UPROSE, Rogue Climate, Taproot Earth (2022): *Principles for A Just Transition in Offshore Wind Energy*

Additionally, we will leverage the experience of our local parent company, National Grid, who has a long history of training and upskilling their workforce for the next generation of energy solutions. National Grid is committed to ensuring a just transition for fossil thermal workers by providing them with the necessary training and skills required if they would like to support the Community Offshore Wind project.



Pictured Above: NGV and RWE employees visit Gwynt y Mor Offshore Wind Farm in the UK, May 2023.

In May 2023, a team of National Grid’s generation employees traveled to RWE’s Gwynt y Mor Offshore Wind Farm in the UK to learn how NGV’s 530 employees at its steam turbine generating facilities can leverage their current skills and work in the offshore wind industry. The adaptability and resolve of the National Grid workforce can be found at their respective power generating facilities, for instance the workforce at these locations had to be retrained as energy generation sources switched away from coal to oil, then later from oil to natural gas. National Grid is committed to using the training programs that will be created using funding from Community Offshore Wind, when and where appropriate, and expects to pay non-discounted rates for the programs to ensure non-discriminatory utilization of funding and impact.

11.6 Job Targets and Benchmarking

We are a community-focused, New York-based company, and we are **proud to present our New York Jobs and Workforce Plan that prioritizes hiring from local communities to deliver a positive**

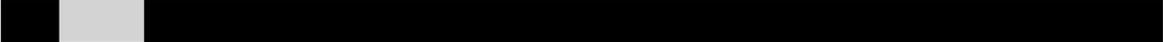
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Section 11 – New York Jobs and Workforce Plan
Appendices

11-1 Labor liaison resume



Appendix 11-1

This document contains confidential information and is therefore excluded from this public version.

Appendix 11-2

This document contains confidential information and is therefore excluded from this public version.