

SCIP Facility- New York Jobs and Workforce Plan

**GE Vernova,
*our portfolio of energy businesses***

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with

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Albany, NY

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1. New York Jobs and Workforce Summary

GE envisions localizing the supply chain related to the Port of Coeymans for its blade facility. In advance of this, GE will strive for thoughtful, consistent engagement to develop relationships with diverse and highly skilled stakeholders. GE has developed the below plan for outreach, education, engagement, and recruiting the workforce, building on a proven track record of delivering contextual New York State economic benefits dating from our 1892 founding and now extending to developing a qualified workforce ready to serve New York's growing offshore wind industry.

1.1. GE's Training and Recruitment Philosophy

GE has a long history of training and recruitment in New York. We maintain strong relationships and partnerships with training and workforce development organizations across the state [REDACTED]. GE is committed to developing a diverse and highly skilled workforce to build, install, and maintain our facilities. We have extensive experience conducting engagement to facilitate diverse training and hiring and will continue this rich work throughout the facility's development.

GE's training and recruitment philosophy revolves around the following key pillars:

[REDACTED]

Additionally, GE has set specific goals for engaging, training, and recruiting individuals from DACs. These goals include:

[REDACTED]

1.2. Opportunities and Challenges for the New York Workforce

GE is aware that there are many challenges and opportunities facing the New York State workforce that will need to be taken into consideration in order to develop an effective plan for workforce development and training in relation to its SCIP facility. [REDACTED]

GE recognizes the following key workforce development **challenges** in New York:

- Jobs in manufacturing, operations and maintenance, and construction are less concentrated in New York compared to the national average.

[REDACTED]

GE recognizes the following key workforce development **opportunities** in New York:

[REDACTED]

GE is committed to continuing to stay abreast of the challenges and opportunities facing New York's workforce in order to position itself within the state's current workforce ecosystem to facilitate workforce development and training opportunities that address these challenges and build off these opportunities. [REDACTED]

[REDACTED]

1.3. Goals for Job Creation and Retention

GE understands that the impact of offshore wind extends far beyond powering our homes, businesses, and infrastructure; this nascent industry is an opportunity to deliver economic benefits that will change the lives of DACs, set M/WBE and SDVOB businesses on upward growth trajectories, and ultimately advance New York's Just Transition for those who are phasing out of fossil fuel-dependent jobs. [REDACTED]

[REDACTED]

LM plans to meet the following goals for job creation at its blade facility:

[REDACTED]

[REDACTED]

[REDACTED] the Port of Coeymans. [REDACTED]

1.4. Existing Partnerships with Labor and Workforce Training in New York

GE is committed to developing a diverse and highly skilled workforce to build, install, and maintain our facility. We have extensive experience conducting engagement towards the goals of diverse training and hiring and will continue this deep work throughout the facility's' development.

[REDACTED]

[REDACTED]

[REDACTED] The following institutions GE has and will continue to partner with on workforce development, including a specialized education focus on wind energy. [REDACTED]

[Redacted]

[Redacted]

Additionally, we have begun to execute on these and other partnerships as follows:

[Redacted]

1.5. Ensuring Equitable Statewide Access to Training, Jobs, and Economic Opportunities

GE believes that DACs, MWDBEs, and SDVOBs are at the heart of a Just Transition, and the ability of New York State to deliver economic benefits while building a clean energy future. GE plans to prioritize outreach around

training and workforce efforts to traditionally underserved communities to understand their needs and ensure their access and inclusion for workforce opportunities.

[REDACTED]

[REDACTED]

2. Labor Engagement

2.1. Labor Liaison

[REDACTED]

2.2. Union Stakeholder Identification and Partnerships

[REDACTED]

[REDACTED]

2.3. PLA and LPA Negotiations

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

A Note on DACs, M/WBEs, and SDVOBs

As with the rest of our workforce and economic benefits commitments, GE will keep the needs of DACs, M/WBEs and SDVOBs

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

3. Project Labor Agreements

[REDACTED]

4. Industry Wide Training and Education

4.1. Existing GE Workforce Engagement in NYS

Currently, GE is engaged with several existing New York State [REDACTED]

A) Engagement and collaboration with New York State and City agencies and programs:

[REDACTED]

B) Engagement with suppliers and supply chain networks:

[REDACTED]

[REDACTED]

4.2. GE's Workforce Development Programs and Plans

New York State is poised to become a central player in the rapidly growing national offshore wind industry with a goal to produce 9,000 MW of offshore wind-powered electricity. Integral to developing a comprehensive offshore wind workforce training ecosystem for New York State is understanding the overall supply and demand of jobs that are pivotal to the development of these projects. [REDACTED]

GE plans to primarily provide workforce development and training for its blade facility through [REDACTED]

[REDACTED] This includes summer programs, internships/apprenticeship opportunities, industry mentorship, recruitment, workforce development center engagement, scholarship funding, and advisory board participation. [REDACTED]

GE hopes to work with the NYSERDA Jobs and Supply Chain Technical Working Group to develop a list to enable local supply chain partners in NYS [REDACTED]

4.3. Recruitment and Investment in Existing Workforce Training

GE understands that reaching new audiences revolves around meeting stakeholders where they are today. [REDACTED]

For example, GE expects to conduct or amplify its existing outreach to local workforce development boards, the [REDACTED]

[REDACTED]

[REDACTED]

Relevant Communities

With the 2019 passing of New York's Climate Act, New York codified its commitment to Disadvantaged Communities and cemented its position as a leader in the environmental justice movement. GE takes its commitment to inclusion and diversity seriously. To work toward meeting New York's target

[REDACTED]

Considering that NYSERDA's map of DACs has undergone numerous updates and that additional communities may be added or removed during the Climate Justice Working Group's (CJWG) annual review process,

[REDACTED]

5. Just Transition

GE has endeavored to provide as complete a response as possible to the following prompts.

[REDACTED]

5.1. Workforce Impacts and Opportunities

GE is aware of the Just Transition to cleantech and renewable energy, and both its importance to NYSERDA and ESD, and to the future of New York State's economy. As GE hires, recruits, trains, and reskills local individuals and businesses, we expect to identify specific opportunities for those transitioning from the fossil fuel industry. Retraining those with transferable skills is expected to be the primary path for inclusion, though GE's holistic focus on the workforce ecosystem and toolkit available to provide economic benefits will be leveraged to full effect for those making the transition. GE will make every effort to integrate the following Just Transition Principles

[REDACTED]

[Redacted]

[Redacted] GE will utilize to provide outreach and training opportunities to communities and workers in New York impacted by reduced use of fossil fuel electricity generation.

[Redacted]

GE will also leverage its proposed engagement plans to reach and include those making the Just Transition into overall project planning.

[Redacted]

5.2. GE Community Engagement for Just Transition

GE has identified myriad key stakeholders and means to engage them to ensure that our Port of Coeymans project is inclusive and integrates the principles of a Just Transition. We also intend to educate and equip local DACs, M/WBE, SDVOBs, and potential suppliers with the information and tools they need to participate in economic opportunities at the facility.

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Disadvantaged Communities & Environmental Justice Representatives

DACs are at the heart of a Just Transition, and the ability of New York State to deliver economic benefits while building a clean energy future. GE expects engagement with members and representatives of DACs and relevant environmental justice organizations to be a priority both to inform and gain their feedback about facility development, and, critically, to learn about their workforce needs, hire them into current and future positions, and develop training to fill skills gaps. [Redacted]

[Redacted]

Workforce Development and Higher Education Partners

[Redacted]

[Redacted]

[Redacted]

[REDACTED]

6.2. GE's Workforce Support Commitments

GE knows that it is not the job alone that attracts or retains employees, nor is every individual with potential ready for employment. To augment its hiring, recruitment, and engagement efforts, GE also plans to address additive aspects of the workforce ecosystem.

[REDACTED]

[REDACTED]

