

New York Jobs and Workforce Plan

Public

H.1 New York Jobs and Workforce Plan Summary

Community Offshore Wind has assembled a consortium of small to medium sized businesses to support it's SCIP and localize a steel distribution hub for the U.S. Offshore Wind Industry in New York State. In addition to the proposed New York Offshore Steel Hub in the Port of Coeymans, several other partners will build upon existing and new capacity in Albany, New York and Wellsville, New York.

Smulders, Ljungstrom, Lichtgitter will utilize current operations in New York, by increasing capacity through additions and refurbishments of current facilities, to meet the SCIP needs. Technostrobe has identified a new site in the Greater Albany area to develop a new facility. The following outlines the consortiums job and workforce plan:

- **Workforce Training Opportunities:** All of the proposed suppliers will work closely with local, state, and federal agencies to ensure that all permitting and regulatory requirements are met in their job and workforce plans. The consortium is aligned in the philosophy of providing training both internally at premises and externally at trade schools and higher education institutions across upstate New York. This includes welding academies s [REDACTED] community colleges, polytechnic institutes/colleges [REDACTED]. The consortium has implemented the hiring and training philosophies we collectively set forth by building its workforce from these sources. Without proper knowledge, advancement of skill, and hands on training, the offshore wind industry in New York could not be competitive with the likes of Eastern Europe. We commit to building our workforce through robust hiring and training practices and ensuring we have a strong & confident workforce.
- **Overall Goals; Job Creation & Retention:** Smulders has begun local outreach with [REDACTED] to discuss potential opportunities for steel welders at their expanded facility. Technostrobe has identified multiple roles for their newly proposed site and will begin to engage with local stakeholders as the development advances. Community Offshore Wind will work with all of its partners to ensure that there are transparent opportunities for workforce development and career advancement. Community Offshore Wind will work with its stakeholders in order to build a strong workforce and gain trust with retention. We do not anticipate the offshore wind industry to slow down or diminish in any facet for many years to come. We will develop a presence in the proposed SCIP facility areas and serve the community as much as possible. Our consortium is proactive in hiring and anticipate FTE's prior to year end's so we can develop, build, and provide accordingly.
- **Equitable Access / Economic Opportunities :** In working with localized labor unions, turnaround services, and other workforce development stakeholders, the consortium will ensure equitable access to the offshore wind industry. We are committed to developing a workforce that embodies the areas we will operate in. We commit to hiring FTE's from disadvantaged communities (DAC's) as well as from minority owned women backed enterprises (MWBE's). We encourage cooperation, equity, and inclusion from discussions to workforce development. The consortium has adapted and committed to an open-door policy where we are happy to sit with any stakeholders that will ensure the region and industry formidable.

While these SCIP components are in the early conceptual phase, the SCIP partners also referred to as the consortium, are committed to working with all local, state, and federal agencies to ensure diverse workforce development and job creation . As these proposals advance through design and construction, the relevant entities are committed to submitting all required updates to NYSERDA and continuing transparent and productive engagement will all stakeholders.

H.2 Labor Engagement

The consortium will have individually selected labor liaisons for their respective SCIP facilities and regions they serve.

In general, when liaising with labor unions the consortium has relied on Riggs Distler & Company to engage early in development to help identify and establish relationships with relevant labor unions.

[REDACTED] Labor Relations, Riggs Distler & Company, will be the main labor liaison when engaging and establishing PLA's with localized New York labor unions. Of course, these relationships are highly important as the construction of the SCIP facilities in Newburgh will be union labor.

[REDACTED]

Riggs Distler & Company do not have a PLA in place with [REDACTED] at this point, nor have we discussed this project with the building trades at this point.

[REDACTED]

H.2 Labor Engagement (continued)

We will communicate and work with labor unions and workforce training suppliers throughout project development including appropriate project milestones for labor engagement, construction, and operation. We will do so via our labor liaison with weekly meetings and prior to hiring so we may have a common ground understanding of what the consortium's hiring requirements are.

Some unions and trade groups, with the leadership of Riggs Distler & Company, will establish consistent outreach with include, but are not limited to:

- █ [REDACTED]
- █ [REDACTED]
- █ [REDACTED]
- █ [REDACTED]
- █ [REDACTED]
- █ [REDACTED]
- █ [REDACTED]
- █ [REDACTED]
- █ [REDACTED]
- █ [REDACTED]
- █ [REDACTED]

Key labor unions have robust training programs that can be readily and swiftly adapted to offshore wind companies' skill needs. As a consortium we have readied to communicate the needs such as safety certifications, training certifications, and QHSE certifications. We commit to making the resources available to support such training and certification, as our workforce allows it.

H.2 Labor Engagement (continued)

Name/Title	Role/Responsibilities	Contact Information
Abdul Khail / Vice President	Business Development and Project Management, Smulders	[REDACTED]
Dirk Kassen / Director	Smulders / Labor Liaison	[REDACTED]
Jeff Grabner / Executive Vice President	Technostrobe / Labor Liaison	[REDACTED]
Tobias Hornhues , Vice President	Lichtgitter / Labor Liaison	[REDACTED]
Greg Muscato, Vice President & CHRO	LJUNGSTRÖM / Diversity, Equity, and Inclusion Officer	[REDACTED]
Ethan Buckles, Process Development Manager	North Shore Steel / Labor Liaison	[REDACTED]
Michael Bray, Executive Vice President	Riggs Dislter & Co / Labor Liaison/Relations	[REDACTED]

H.3 Project Labor Agreements

The consortium commits to incorporate labor requirements set forth in the RFP, such as payment of Prevailing Wages, negotiating a PLA, adhering to LPA requirements, and maximizing opportunities for members of Disadvantaged Communities, NYS-Certified MWBEs, and NYS-Certified SDVOBs. We will do so by first negotiating PLA's with respect to LPA requirements, which has already started via Riggs Distler & Company and [REDACTED]. The consortium has also identified the best opportunities for the prospective workforce being developed in disadvantaged communities. We commit to hiring from the respective disadvantaged communities, MWBE's and SDVOB's. We will identify these hires with assistance from trade labor union leaders and our labor liaison.

Incorporating a PLA into the development, construction, and operation of the Project may offer project savings, schedule savings, shift expectations, labor harmony, training opportunities, and other benefits. Riggs Distler & Company has seen the abovementioned outcomes from entering a PLA. It allows for the work to be completed and harmony to exist between labor union and tier-1 contractor.

PLA's will be negotiated with commitments to Disadvantaged Communities, MWBEs and SDVOBs in mind.

H.4 Industry Wide Training and Education

The consortium has identified many opportunities for collaboration, development, and establishing partnerships with New York State offshore wind workforce training efforts. NYSERDA's Clean Energy Internship would be an ideal partner to garner interest in the industry and attract various talents to our workforce. This will ensure we attract interest in the industry early on in students' tenures as well as building their career in the industry. We also commit to working with [REDACTED] in order to assist us in identifying MWBE's and SDVOB's. We would also like to work with [REDACTED] training institutes and localized unions in ensuring they are trained on the labor and skill requirements of the offshore wind industry.

As a consortium, we would create workforce development programs such as pre-apprenticeship programs, to garner interest and educate, as well as apprenticeship programs, to further careers, gain experience, and/or obtaining certification/credits for trade schools and collegiate institutions. We commit to account for the need to coordinate with members of the Jobs and Supply Chain Technical Work Group (JSC-TWG) and are aware of the current offshore wind workforce training ecosystem.

As much as collaboration between industry, labor, academia, and government is a priority for workforce development, it is for us too. We will support training and trainers for the industry's various needs. Training in stainless steel welding, coating procedures, as well as quality assurance and quality control are all areas we are currently exploring. Educational centers with subject matter experts in quality control and quality assurance will ensure offshore wind projects are completed on time without delay.

Currently, there is a lack of a workforce in quality control / assurance, [REDACTED]. There is also a need for stainless steel welding for the offshore wind industry. Currently we have only identified welding works to specialize in secondary steel. [REDACTED]

We commit to prioritize hiring and training directly from local host communities as well as individuals from adjacent disadvantaged communities or historically marginalized backgrounds. We will leverage participation in the JSC-TWG to coordinate with industry-wide training and education entities.

H.5 Just Transition

We are committed to collaboration in ensuring a just workforce transition to offshore wind and clean energy jobs. We understand that the transition from one industry to another is difficult but aim to onboard transferrable skills and a workforce who has moderate expertise in certain fields. We will also develop training initiatives and certifications our FTE's can take advantage of to further their expertise.

We will commit to providing support for the transition of New York's communities, local unions, and workers impacted by reduced use of fossil fuel electricity by generating jobs that have transferrable skills associated. We will bring the industry to the disadvantaged communities and hear from our stakeholders what is at most needed. We will also highlight an industry that is on the forefront of electricity generation and green energy, which will only be growing for many years to come. We will work with local unions and labor leaders to understand their challenges in transitioning to the offshore wind industry and compile ideas to ease such transition.

The consortium aims to recruit displaced workers or those who have been affected by fossil fuel infrastructure transition by calling on workers with transferrable skills. Many skills, both blue and white, are necessary and required in the offshore wind industry workforce. Electricians who have worked on telecommunication towers or with 5G masts, can transition over to the offshore wind industry with the skillset they possess. We will work with the displaced workers to sharpen their skillset with onsite and external training and furthering their certification of electric works in offshore wind.

As stated in Section 7 of the New York State Climate Job Study, Scoping Plan: "In cases when continued operation of a power plant or other facility/system is needed, even as it winds down, efforts should focus on retaining workers while retraining them for new, clean energy jobs. In other cases, when facility closures and system transitions are known ahead of time, training and supportive services should be implemented while individuals are still working to prepare workers for the transition to clean energy." As a consortium we echo the above retraining notion in order to have direct displaced workers transition to a clean energy role in a timely manner.

Community Offshore Wind also understands that "flexibility and resilience are two important characteristics of successful workforce training models, enabling online and in-person training with courses offered in multiple languages and at different times to accommodate various health, safety, and learning needs" (Section 7, pg 84, NYS Climate Job Study, Scoping Plan). With the lessons learned from the pandemic in respect to workforces, we understand the need for flexibility. [REDACTED]

We ensure to commit the just transition of workers affected by Fossil Repurposing Proposals with initiatives that meet their current skillsets [REDACTED].
Partners in the consortium have encouraged one another to explore ways of providing private investments for job growth in areas impacted by the closure of fossil fuel projects. [REDACTED]

This will ensure that those who are looking to enter the renewable green industry are able to with adequate amount of training and resources and are upskilled in a timely fashion.

The consortium is committed to exploring creating advisory boards comprised of community members, workers, and unions representing those workers, to evaluate any transition programs proposed which will help ensure a just transition.

H.6 Jobs Commitments

- The consortium is committed to providing corresponding data captured in the Offer Data Form(s) and Supply Chain Investment Plan Data Form(s) related to jobs should report on commitments to short-term and long-term jobs created and long-term jobs retained (including through training programs).
- We understand that jobs claims must include labor hours, locations, wages, benefits, and training investments. Jobs in Disadvantaged Communities, MWBEs and SDVOBs should be identified as well.
- We adhere to total expenditures associated with jobs and workforce claims, including benefits and payroll taxes, will be calculated as Expected Labor Dollars and verified in accordance with Section C.1.C.2 of Appendix C.1.
- The consortium will utilize the chart below in order to report and track hiring for our respective projects.

Table H.1: Template for Jobs and Workforce Claims Entry

Company	JW ID	Detailed Description
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]

		
---	---	--