SCIP Facility- New York Jobs and Workforce Plan

GE Vernova, our portfolio of energy businesses

Version 1.0

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with

New York State Energy Research and Development Authority

Albany, NY

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New York Jobs and Workforce Summary

GE envisions localizing the supply chain related to the Port of Coeymans for its nacelle 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 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.

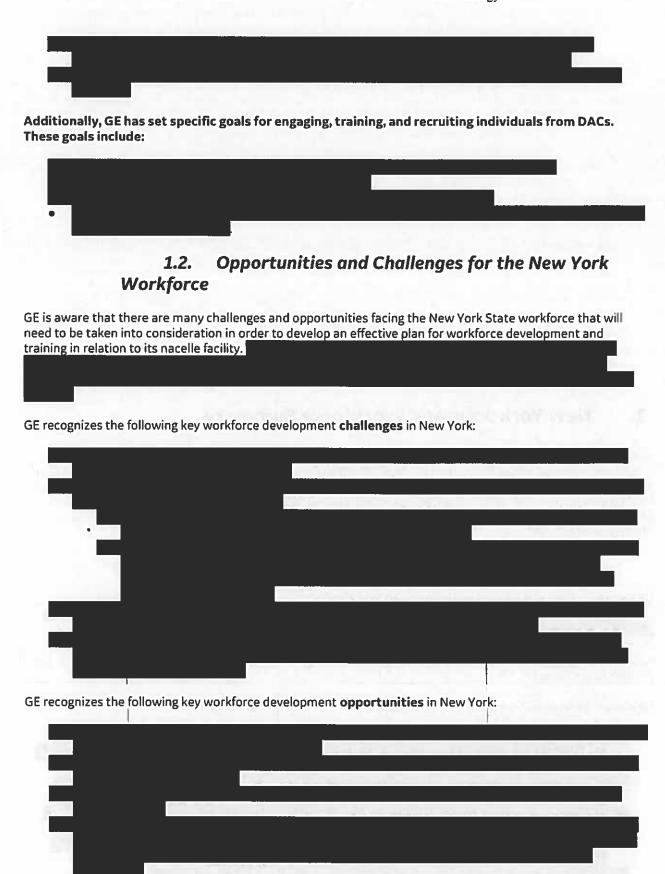
1.1. GE's Training and Recruitment Philosophy

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

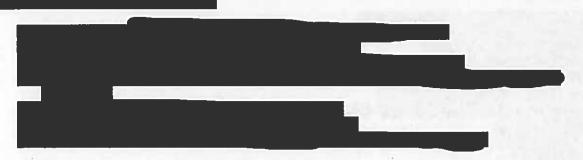
GE is committed to developing a diverse and highly skilled workforce to build, install, and maintain our facility. We have extensive experience conducting engagement to facilitate diverse training and hiring and will continue this deep work throughout the facility's development.

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





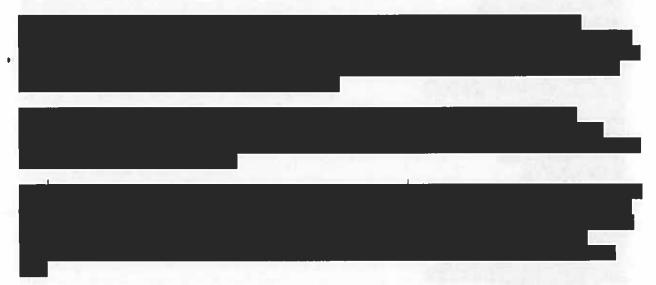
GE is committed to continuing to stay abreast of the challenges and opportunities facing New York's workforce in order to position itself within the state's current workforce ecosystem to facilitate workforce development and training opportunities that address these challenges and build off these opportunities.



1.3. Goals for Job Creation and Retention

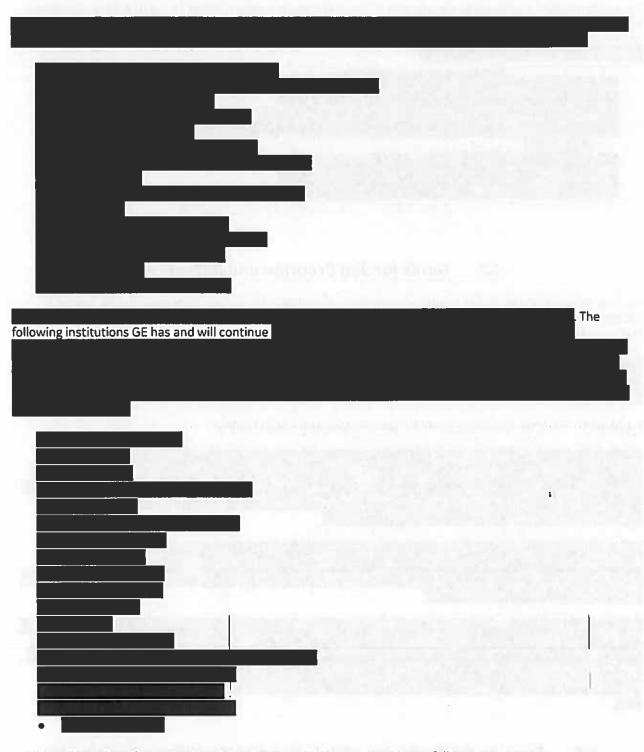
GE understands that the impact of offshore wind extends far beyond powering our homes, businesses, and infrastructure; this nascent industry is an opportunity to deliver economic benefits that will change the lives of DACs, set M/WBE and SDVOB businesses on upward growth trajectories, and ultimately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

GE plans to meet the following goals for job creation at its SCIP facility:

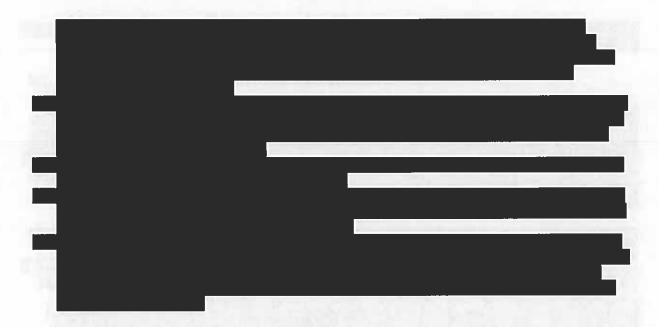


1.4. Existing Partnerships with Labor and Workforce Training in New York

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.

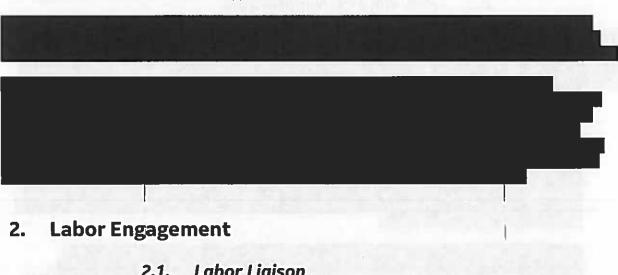


Additionally, we have begun to execute on these and other partnerships as follows:



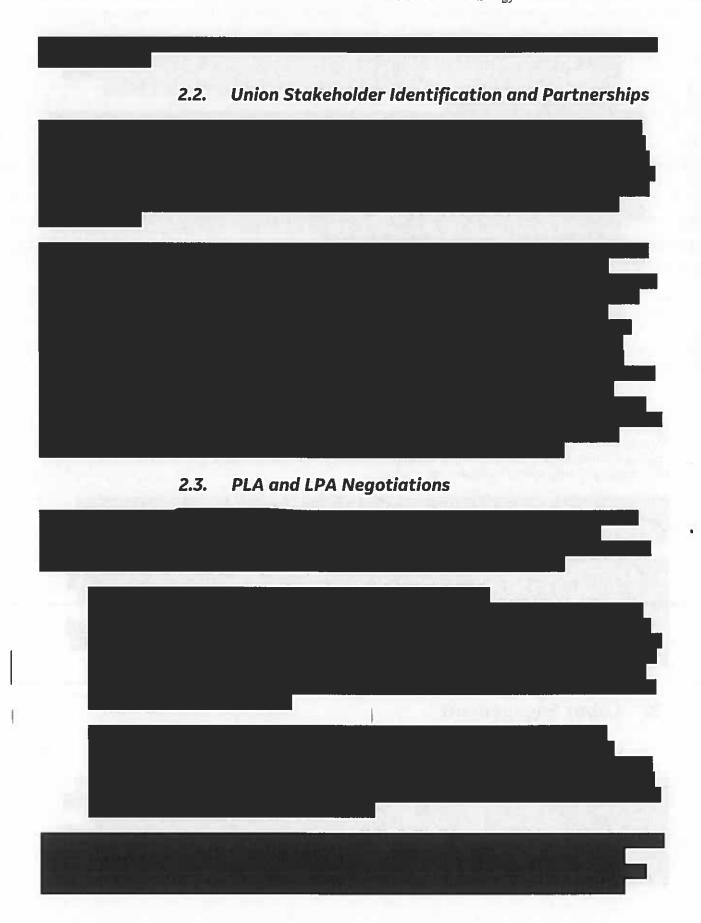
1.5. Ensuring Equitable Statewide Access to Training, Jobs, and **Economic Opportunities**

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.



Labor Liaison 2.1.





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

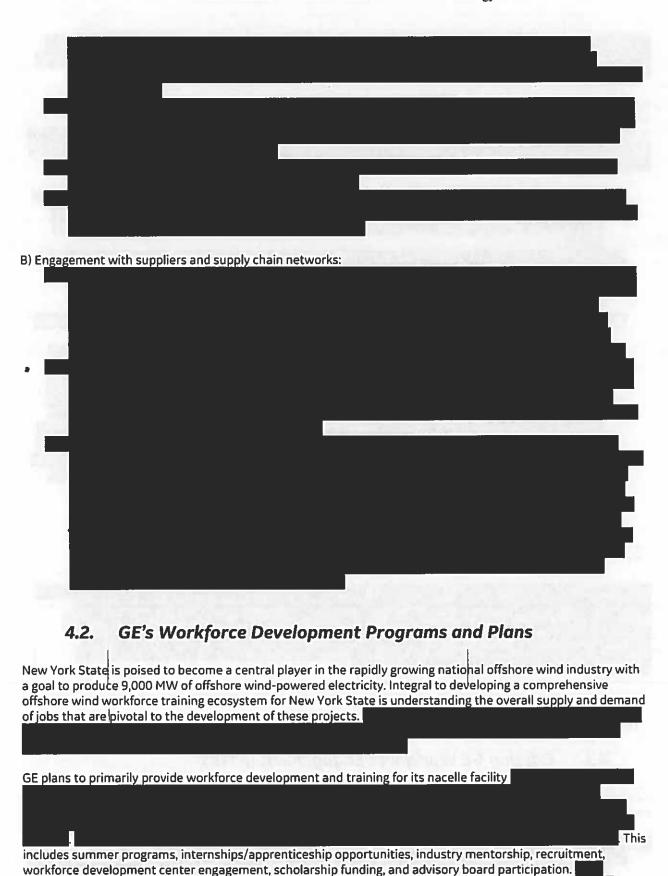
3. Project Labor Agreements



4. Industry Wide Training and Education

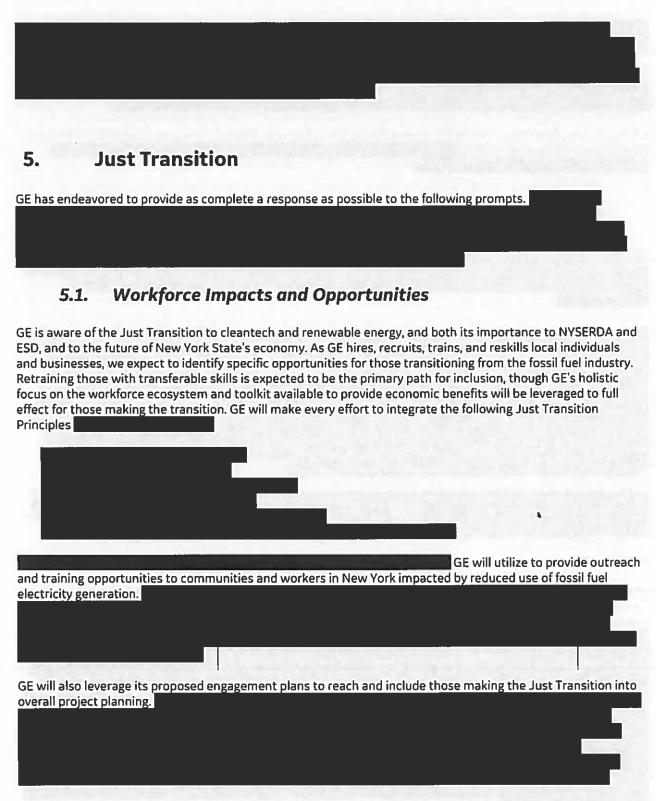
4.1. Existing GE Workforce Engagement in NYS

Currently, GE is engaged with several existing New York State offshore wind workforce training initiatives. These partnerships and collaborations are described below.



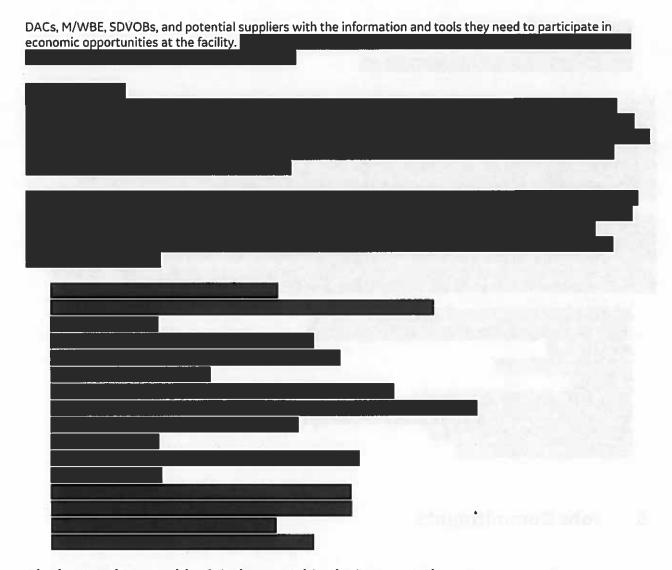
	k with the NYSERDA Jobs and Supply Chain Technical Working Group to develop a list to enable n partners in NYS
4.3.	Recruitment and Investment in Existing Workforce Training
GE understands	that reaching new audiences revolves around meeting stakeholders where they are today.
For example, GE	expects to conduct or amplify its existing outreach to local workforce development boards, the
Relevant Comn	nunities
Communities an	rassing of New York's Climate Act, New York codified its commitment to Disadvantaged and cemented its position as a leader in the environmental justice movement. GE_takes its inclusion and diversity seriously. To work toward meeting New York's target,

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,



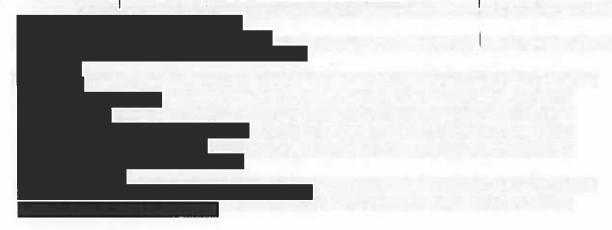
5.2. GE Community Engagement for Just Transition

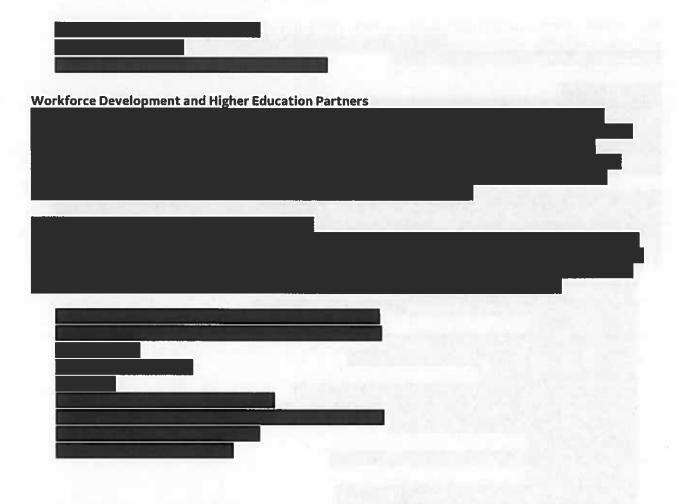
GE has identified myriad key stakeholders and means to engage them to ensure that our Port of Coeymans project is inclusive and integrates the principles of a Just Transition. We also intend to educate and equip local



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.





6. Jobs Commitments

6.1. GE's Workforce Commitments

Through its proposed SCIPs facility, GE expects to deliver hundreds of direct jobs and indirect or induced jobs, and provide ample opportunities for individuals from DACs communities and M/WBE or SDVOB businesses throughout the facility's lifespan.



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.

