## SCIP Facility- New York Jobs and Workforce Plan

GE Vernova,
our portfolio of energy businesses

Version 1.0

**Prepared pursuant to ORECRFP22-1** 

with

**New York State Energy Research and Development Authority** 

Albany, NY

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January 26, 2023

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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.

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:



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



## 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.

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.

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

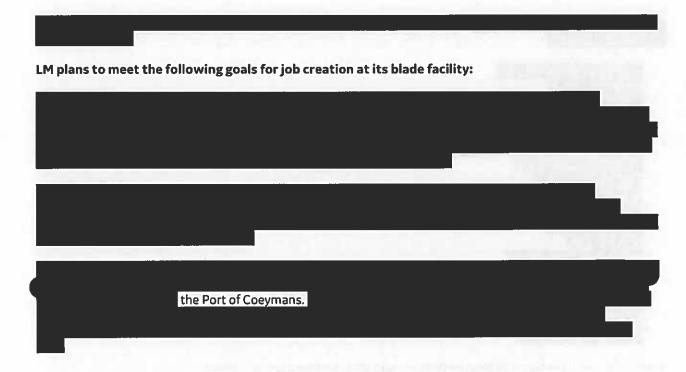


GE is committed to continuing to stay abreast of the challenges and opportunities facing New York's workforce in order to position itself within the state's current workforce ecosystem to facilitate workforce development and training opportunities that address these challenges and build off these opportunities.



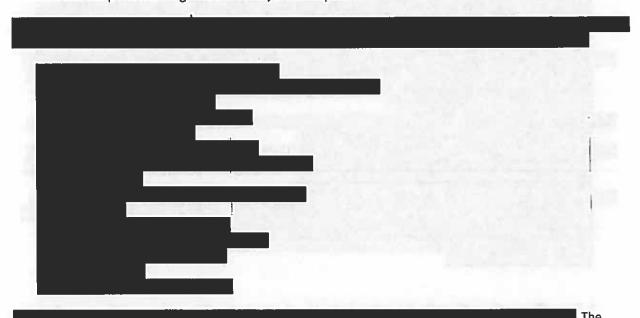
#### 1.3. Goals for Job Creation and Retention

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.

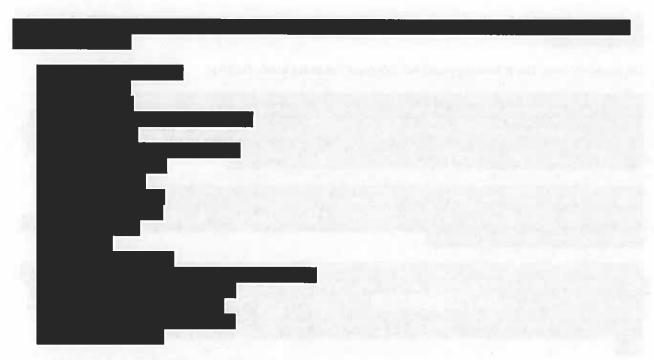


### 1.4. Existing Partnerships with Labor and Workforce Training in New York

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.



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



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

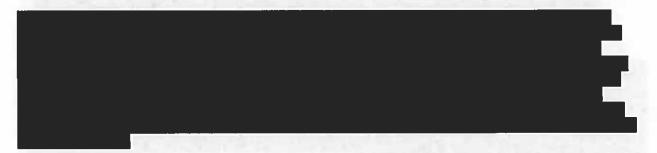
GE believes that DACs, MWDBEs, and SDVOBs are at the heart of a Just Transition, and the ability of New York State to deliver economic benefits while building a clean energy future. GE plans to prioritize outreach around

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

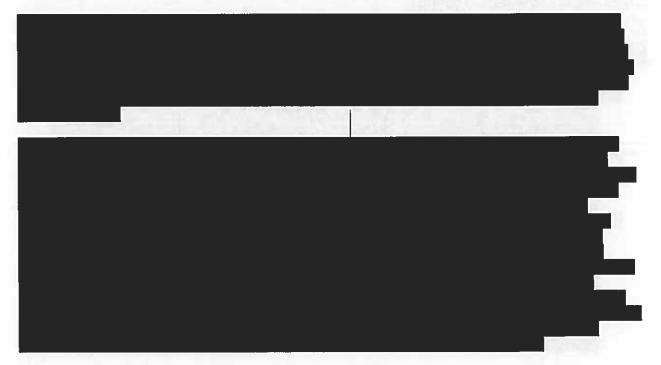


#### 2. Labor Engagement

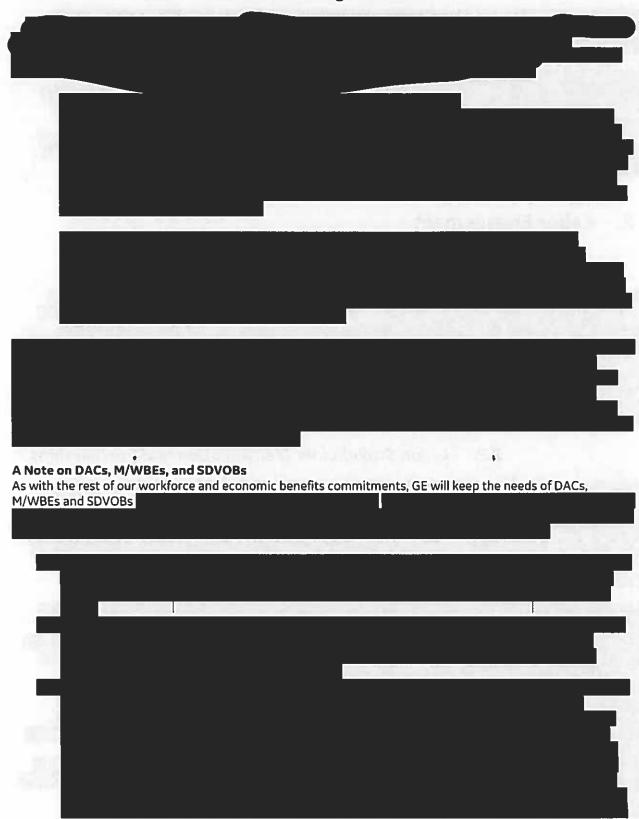
#### 2.1. Labor Liaison



#### 2.2. Union Stakeholder Identification and Partnerships



#### 2.3. PLA and LPA Negotiations



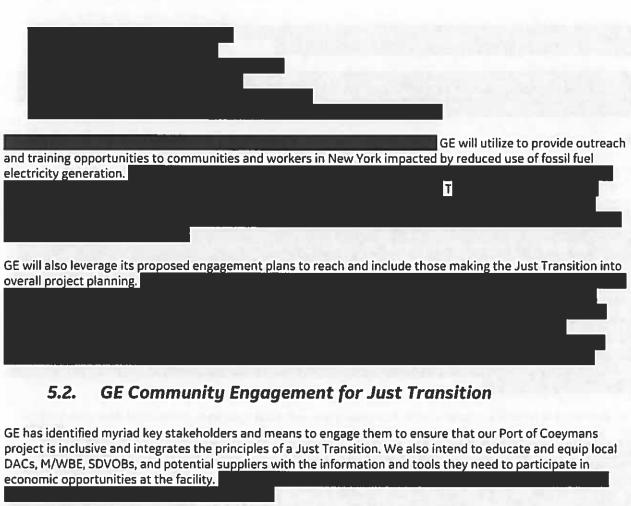
# **Project Labor Agreements** 3. **Industry Wide Training and Education** 4.1. **Existing GE Workforce Engagement in NYS** Currently, GE is engaged with several existing New York State A) Engagement and collaboration with New York State and City agencies and programs: B) Engagement with suppliers and supply chain networks:

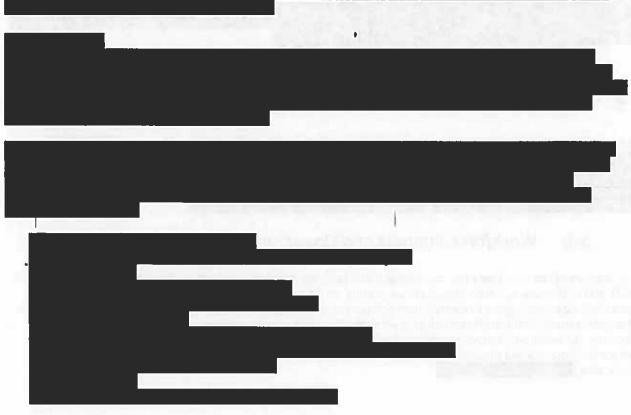
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4.2.	GE's Workforce Develo	pment Programs and Pla	ıns
a goal to product offshore wind w	e is poised to become a central player ce 9,000 MW of offshore wind-power workforce training ecosystem for Nev pivotal to the development of these	red electricity. Integral to developing v York State is understanding the ov	g a comprehensive
		Torrest Barbara	And the Control of th
GE plans to prin	marily provide workforce developme	nt and training for its blade facility th	nrough
			. This includes
	ams, internships/apprenticeship oppo enter engagement, scholarship fundi		uitment, workforce
	ork with the NYSERDA Jobs and Suppain partners in NYS	ly Chain Technical Working Group to	o develop a list to enable
4.3.	Recruitment and Inve	estment in Existing Worl	kforce Training
GE understands	s that reaching new audiences revolv	ves around meeting stakeholders wh	nere they are today.
For example, GI	E expects to conduct or amplify its ex	kisting outreach to local workforce d	levelopment boards, the
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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
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. Just Transition
5. Just Transition
GE has endeavored to provide as complete a response as possible to the following prompts.
5.1. Workforce Impacts and Opportunities
GE is aware of the Just Transition to cleantech and renewable energy, and both its importance to NYSERDA an 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







**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.

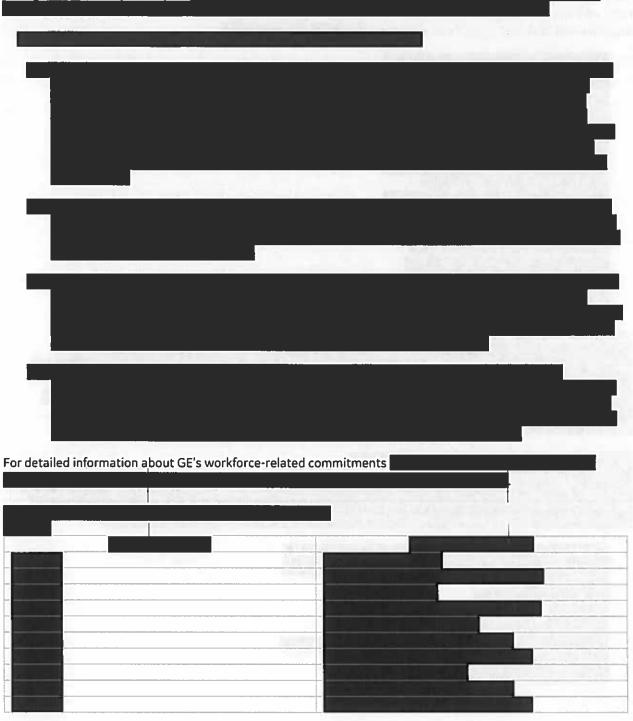




#### 6. Jobs Commitments

#### 6.1. GE's Workforce Commitments

Through its proposed blade 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.

