

# Just Transition Working Group

## Meeting #7

February 23, 2021  
9:00-11:00 am



Department  
of Labor



NYSERDA



Climate Action  
Council

# Just Transition Working Group (JTWG)

## Meeting #7 Agenda

1. Introduction/Roll Call
2. Member Updates
3. Recap: Public Engagement and Public Comment
4. Working Group Reflections: Public Engagement and Comments
5. Workforce Training and Development
6. Discussion: Just Transition and Transportation
7. Subgroup Updates
8. Next Steps

# Member Updates

**Recent highlights from Working Group / Advisory Panel Members**

# Recap of Public Engagement Session and Public Comments

Understanding Workforce Training & Development in the New Clean Energy Economy



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# Reminder: Public and Stakeholder Input Process

**All Just Transition Working Group meetings have been open for viewing by the public; all meeting presentations and notes are posted to [climate.ny.gov](https://climate.ny.gov)**

- **Throughout** – written comments accepted at [jtwg@nyserda.ny.gov](mailto:jtwg@nyserda.ny.gov)
- **December** – input from Climate Action Council, Climate Justice Working Group
- **February** – input received during Public Engagement Session

# Summary of Key Topics Raised in Public Engagement Session

- Recognizing skills of existing workforce & transferability to clean energy jobs; leadership role availability
- Benefits of apprenticeship and workforce training programs, & mentorship models; K-12 STEM education
- Providing in-state workforce opportunities
- Considering the challenges of transitioning to electrification
- Balancing prioritization of the industry workforce as well as those from disadvantaged communities
- Ensuring good wages for the clean energy workforce
- Determining sources of funding for transition including the Climate and Community Investment Act (CCIA)
- Ensuring transparency of CLCPA implementation while maintaining reliability
- Providing continual support for disadvantaged communities

# Summary of Key Topics Raised in Written Comments

- Centering environmental and racial justice and equity in workforce development
- Prioritizing transition support for individuals from disadvantaged communities
- Renewable energy labor provisions
- Ensuring access to contracting and procurement opportunities
- Supporting early retirement and pensions
- Promoting the need for a rapid and transparent transition
- Addressing just transition from the supply and demand sides
- Strengthening education and training pathways; cross training
- Hiring of the local workforce
- Improving representation, engagement, and consultation of rural communities

# Working Group Reflections: Public Engagement Session and Public Comments



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# Workforce Training and Development



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# Workforce Training and Development

Demand-side Workforce Initiatives

Supply-side Workforce Initiatives

Just Transition Considerations

General Considerations



# Demand-Side Workforce Initiatives



# Demand-Side Workforce Initiatives & Considerations

## Illustrative Initiatives for Consideration

- **Hiring Policies and Terms & Conditions for Employment**
  - Standard wages, health care and pension benefits
  - Local hire provisions
  - Targeted hire provisions (DACs and PPs)
  - Pre-apprenticeship and apprenticeship training supported by employers
- **Large Projects – Project Labor Agreements**
- **Small Projects – Community Workforce Partnerships (targeted hiring, employee training, benefits, etc.)**
- **Targeted Business/Financial Support Focusing on D&I**
  - M/WBEs, SDVOBs, Cooperatives
- **Stimulating Project Demand**
  - Ensuring adequate funding allocated to advance goals of CLCPA
  - Promoting manufacturing of clean energy components & equipment locally vs overseas
  - Focus on creating stable, well-paid jobs



# Supply-Side Workforce Initiatives



# Supply-Side Workforce Initiatives & Considerations

## New Workers

- **Advance Programming of Traditional Education Channels**
  - K-12 Schools **LONG-TERM**
  - Technical/P-TECH (Pathways in Technology Early College High School) **LONG-TERM**
  - Community Colleges and 4-year Colleges/Universities (State & Private) **LONG-TERM**
- **Comprehensive Career Pathway Programming**
  - Support for youth Build and Youth (pre-) apprenticeships and internships **NEAR-TERM**
  - Climate Justice Job Corp Fellowships **NEAR-TERM**
  - Technical Training, Career Awareness, and Supportive Services **NEAR-TERM**
  - Career Advancement and Management/Leadership Training **NEAR-TERM**

# Supply-Side Workforce Initiatives & Considerations

## New Workers (cont.)

- **Funding Support for Training/Work Experience**
  - OJT Programs; Employer Grants for NYS Registered Apprenticeship Programs **NEAR-TERM**
- **Leadership in Workforce Development Needs**
  - Continued stakeholder engagement to identify/assess industry demand, training/curriculum needs **NEAR-TERM**
  - Facilitating communication/forum to share needs and best practices **NEAR-TERM**
  - Supporting industry opportunity awareness and recruitment effort **NEAR-TERM**

## Existing Workers **NEAR-TERM, all**

- Continuing education; upgrade skills of existing workers, training on new equipment types
- Training on energy efficiency, building electrification, healthy homes/buildings
- Work with unions to incorporate renewable energy and decarbonization training into apprenticeships
- Fair pay: making sure new jobs pay as well as old jobs do



# Just Transition Considerations



# Just Transition Considerations

## Resources and programs to provide support for fossil fuel workers

- **Understand and Leverage Transferrable Skills with Complementary Training (in both energy and non-energy roles)** **NEAR-TERM**
  - Survey work to help understand worker plans for retirement and interest in retraining opportunities
- **Direct Displaced Worker Support** **NEAR-TERM**
  - Training fund, wage support, job fairs, Strike Force Support, etc.
- **Identify Distinct Strategies and Responses for Key Existing Traditional Energy Sectors** **LONG-TERM**
  - Electric Power Generation
  - Transmission, Distribution, and Storage
  - Fuels
  - Motor Vehicles**(all)**
- **Target Efforts Specific to Both Technology and Region** **LONG-TERM**
- **Begin Training and Other Support Services While Individuals are Still Working**
  - Need to ensure adequate *retention* of workers through end of facilities' useful life **NEAR-TERM**
- **Leverage decarbonization-related roles at employers where appropriate (e.g., where business lines align)** **LONG-TERM**



# General Considerations



# General Considerations

## **Outreach Related to Training Opportunities, Case Studies, Career Awareness**

### **Audience Considerations**

- Workers from Traditional Industries and Priority Populations
- Frontline Communities

## **Online vs. In-person Training due to COVID-19 (Pros/Cons)**

### **Ensure Effectiveness of Workforce Development Efforts**

- Diversity, Equity and Inclusion
- Courses in Multiple Languages
- Wrap-around Services
- Flexible Course Scheduling
- Safety Training (OSHA & Other)

# Discussion: Just Transition and Transportation



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# Transportation Advisory Panel

*Draft Material*

## Strategies

### **Electrification and Cleaner Fuels:**

- *Develop policies that speed the transition to zero-emission vehicles, with a focus on strategies for zero emission vehicle (ZEV) purchases alongside supporting policies to increase adoption and use cleaner renewable fuels in the interim.*

### **Public Transportation:**

- *Identify implementable policies/strategies, for consideration, that would significantly enhance the availability; accessibility; reliability; and affordability of public transportation services in unserved/underserved communities.*

### **Smart Growth:**

- *Identify policies to promote development supportive of clean transportation options and align smart growth policies and outcomes with expanded public transportation services.*

### **Financing and Market Based Programs:**

- *Identify mechanisms that can support and fund policies identified by the other sector workgroups.*

# Transportation Advisory Panel

*Draft Material*

## Discussion

Workforce opportunities that will be created by a green transportation system?

- Ownership opportunities for ZEV infrastructure.
- EV technology will require workers with computer technology and software abilities.

How can we make sure NY businesses can transition to a green transportation system?

What are the challenges that will be created by a green transportation system?

- The businesses and employment that support internal combustion engine vehicles and fossil fuels will decline over time as electric vehicles and clean fuels use increases.
- Shipping logistics changes.
- Skilled trade jobs will become increasingly technical (mechanics, truck drivers etc.) requiring workers with higher education.
- Student achievement in science technology engineering and math education will become more important for future work force.

# Transportation Advisory Panel

*Draft Material*

## Discussion

How can we make sure New Yorkers have the skills to work and provide services in a green transportation sector?

- Support STEM education in middle and high schools.

How can a green transportation sector support the work force of a green economy?

- Creating transit and active transportation links between residential and business centers.
- Diversifying the available public transit options (transit/micro-transit services, ride-sharing, bike-sharing, cycling accommodations, free/reduced transit passes) in areas that support businesses.
- Developing opportunities for local production of lower-carbon renewable transportation fuels.

# Subgroup Updates and Next Steps



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# Subgroup Updates

## Business Impacts Subgroup

- Focused on possible business challenges, including leakage, and potential solutions; also associated economic development opportunities
- Continued research to identify energy intensive and trade exposed industries

## Power Plant Inventory and Reuse Subgroup

- Focused on two power plant work-products: power plant inventory, and issues and opportunities related to site reuse
- Continued data collection efforts and case studies helping inform work-product development

# Next Steps

- Climate Action Council Meeting
  - Friday, February 26, 3:00-5:00 pm
- March JTWG Meeting
  - Wednesday, March 3, 1:00-3:00pm
- March JTWG Meeting
  - Tuesday, March 23, 1:00-3:00pm