

Section 11

New York Jobs and Workforce Plan

Portions of this proposal contain confidential, proprietary, and/or commercially sensitive information that has been redacted from the "Public Version" of this proposal. Ørsted and Bay State Wind d/b/a Long Island Wind have submitted a "Confidential Version" of this proposal that includes the redacted information, which should be treated as a non-public record that is exempt from disclosure to the extent permitted under applicable laws and/or as expressly set forth in the Request for Proposals.

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List of Acronyms

[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
CLCPA	Climate Leadership and Community Protection Act (NY)
DAC	Disadvantaged Community
EJ	environmental justice
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
NABTU	North America’s Building Trades Unions
NOWA	National Offshore Wind Agreement
NOWTC	National Offshore Wind Training Center
NYSERDA	New York State Energy Research and Development Authority
PLA	Project Labor Agreement
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]

11.0 NEW YORK JOBS AND WORKFORCE PLAN

6.2.11 Elements of the New York Jobs and Workforce Plan are described in detail in Appendix G. The New York Jobs and Workforce Plan must address any variance among Proposals. The Submission must include both Confidential and Public versions of the New York Jobs and Workforce Plan. The public version of the New York Jobs and Workforce Plan will be made publicly available upon Proposal submission and should therefore utilize language accessible to the public that demonstrates an understanding of New York’s diverse stakeholders, unique coastal and marine resources, and local communities.

The New York Jobs and Workforce Plan should describe the Project’s impact and benefit to New York’s offshore wind workforce with specific focus on recruiting and collaborating with skilled trades / labor unions, members of Disadvantaged Communities, MWBEs and SDVOBs. It is strongly encouraged that Proposers review the latest New York Clean Energy Industry Report.

11.1 NEW YORK JOBS AND WORKFORCE PLAN SUMMARY

Ørsted’s New York Jobs and Workforce Plan (Plan) is intended to deliver benefits beyond jobs and workforce development initiatives – it includes environmental justice initiatives, research and innovation programs, prioritization of MWBEs and SDVOBs, benefits for tribes, and more. Below is a summary of the Plan’s four primary goals.

1. Position New York’s Offshore Wind Workforce Development System for Long Term Success

Ørsted is committed to protecting and building on the credibility and local economic impact already delivered for New York, especially on Long Island. South Fork Wind has delivered [REDACTED]. Sunrise Wind is slated to deliver 800 direct jobs and \$700 million in local investment in Suffolk County alone. Ørsted is committed to furthering development of New York’s job training infrastructure, and to advancing New York workers’ potential in the offshore wind industry— not just on New York projects, but globally.

In developing and constructing South Fork Wind and Sunrise Wind, Ørsted has built durable local relationships and has generated a broad set of workforce development strategies and lessons learned that have informed this Plan and will help advance New York as the U.S. hub for offshore wind workforce development, environmental justice, and a just transition. These relationships will be strengthened further during the development and construction of Long Island Wind, and Ørsted will take lessons learned from South Fork Wind and Sunrise Wind to ensure future workforce development initiatives are even more beneficial to the Long Island community going forward.

Each workforce initiative described in this Plan will enhance New York’s workforce development ecosystem, while including voices and existing programming from unions, environmental justice advocates, higher education, secondary education, and academic researchers. Worker-oriented programs will move a candidate along a holistic process featuring career exposure, support services, contextualized training, and direct linkage to a high-quality career.

2. Maximize Benefits to New York State Union Workers

Collective action and representation are central to ensuring working people, through their unions, can establish fair wages and positive conditions at their workplaces. Collective bargaining is an enabling right that allows effective participation of non-state actors in economic and social policy. Ørsted is committed to continuing our track record of partnership with labor, and to ensuring workers have a voice and a fair share of the benefits of our offshore projects.

Ørsted has spent years cultivating positive and proactive relationships with union labor, not because it must or because it is required as a condition of a contract, but because Ørsted understands the importance of the relationship with organized labor and appreciates the value labor brings. The transition to clean energy must be accompanied by opportunities for tradesmen and women to obtain employment in the construction of its projects, and Ørsted’s labor agreements, including the industry-leading National Offshore Wind Agreement (2022) reflect this commitment.

Benefits to New York State skilled/union labor will accrue via the Workforce Funds as well as via the substantial job opportunities created by the Project, its Project Labor Agreements (PLAs), and its Labor Peace Agreements (LPAs).

3. Maximize Career Opportunities for Disadvantaged Businesses and Communities

As described below, a substantial share of the Project’s initiatives will directly benefit residents and businesses in area Disadvantaged Communities (DACs), even though no aspects of the Project’s onshore footprint is proposed to transit through DACs, in line with the CLCPA’s goals.

[REDACTED]

[REDACTED]

In addition to supporting DACs, the New York Jobs and Workforce Plan also seeks to direct benefits to Minority-, Woman-, and Service-Disabled Veteran-Owned Businesses (MWBEs and SDVOBs), especially those doing business in DACs, to the maximum extent possible for a fully contracted project.

[REDACTED]

[REDACTED]

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[REDACTED]	[REDACTED]	[REDACTED]

11.2 LABOR ENGAGEMENT

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[REDACTED]

11.2.2 Respect for Workers' Rights

Given Ørsted's history of developing South Fork Wind and Sunrise Wind, Ørsted can offer a labor rights approach that is uniquely credible to and supportive of union workers. Particularly on Long Island and in New York State broadly, Ørsted has deliberately and persistently built a strong rapport with New York unions, which has been tested and improved in building New York's first two offshore wind projects.

This approach is built on Ørsted’s fundamental respect for both human and labor rights, including freedom of association and collective bargaining, as memorialized in policies applicable to Ørsted such as a Code of Conduct¹ and Responsible Business Partners Program.² Key standards and conventions Ørsted adheres to include:

- United Nations Guiding Principles on Business and Human Rights
- The International Bill of Human Rights
- International Labour Organization Conventions
- OECD Due Diligence Guidance
- The Ten Principles of the UN Global Compact
- Maritime Labour Convention
- US Foreign Corrupt Practices Act
- UK Bribery Act
- IFC Performance Standards
- Equator Principles
- Other relevant host country laws, regulations, and permits

11.2.3 Labor Union Partnerships

[REDACTED]

National Offshore Wind Agreement (NOWA) – In May 2022, Ørsted and North America’s Building Trades Unions (NABTU) entered into a project labor agreement to construct U.S. offshore wind farms with an American union workforce. This comprehensive approach is significant because, unlike others, our commitment to unions is not a contingent, one project, one state commitment – Ørsted has established a national, long-term partnership with unions, and our success is bound up in theirs. [REDACTED]

[REDACTED]

¹ See: <https://orstedcdn.azureedge.net/-/media/www/docs/corp/com/sustainability/codeofconduct/orsted-code-of-conduct-for-business-partners-aug-2023.pdf>.

² See: <https://orsted.com/en/who-we-are/sustainability/governance-that-enables-the-right-decisions/responsible-business-conduct>.

[REDACTED]

National Offshore Wind Training Center (NOWTC) – Through Sunrise Wind, Ørsted has committed \$10 million to form and fund the NOWTC in Brentwood, New York, a DAC. [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

11.3 PROJECT LABOR AGREEMENTS

PLAs have been foundational to Ørsted’s approach in New York and throughout its portfolio. Ørsted fundamentally understands the cost savings that positive labor relations and PLAs bring to a project and how to maximize them. This is especially true for New York offshore wind projects, where Ørsted has more experience executing and working with unions than any other offshore wind developer. Onshore construction for South Fork Wind and Sunrise Wind was successfully completed using union labor, leading the way for New York and the U.S. and building the pathway for the successful construction of Sunrise Wind by union labor. [REDACTED]

[REDACTED]

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11.3.1 Incorporation of Labor Requirements & Best Practices

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[Redacted]

[Redacted]

[REDACTED]

[REDACTED]

11.4.2 Prioritizing MWBE and SDVOB Opportunities

11.4.2.1 Commitments to MWBE and SDVOB Utilization

[REDACTED]

Despite facing a limited pool of eligible MWBE and SDVOB firms, Ørsted has proactively and voluntarily taken numerous steps throughout the Project’s history to engage with MWBE and SDVOB firms, including through its suppliers.

[REDACTED]

In addition, for ongoing tenders, Ørsted has previously and will continue to distribute a subcontractor list which highlights potential MWBEs and SDVOBs in New York to its Tier 1 suppliers. [REDACTED]

[REDACTED]

11.4.2.2 Investing to Grow Offshore Wind MWBEs and SDVOBs

While MWBE and SDVOB opportunities are growing within the offshore wind industry, the industry still presents several unique challenges that must be faced in maximizing MWBE and SDVOB utilization.

[REDACTED]

[REDACTED]

[REDACTED]

11.5 INDUSTRY WIDE TRAINING AND EDUCATION

11.5.1 Background on Ørsted Workforce Training

Ørsted has a well-established track record of working with existing and relevant industry education programs, in addition to having launched and partnered with many of the workforce development initiatives featured in the Request for Proposal (RFP) Appendix G instructions.

[REDACTED]

In developing New York’s first two offshore wind farms, South Fork Wind and Sunrise Wind, Ørsted has built a detailed understanding and trust with labor, academia, community training organizations, employers, and government, and will bring those relationships to bear in each initiative proposed for the Project.

[REDACTED]

[REDACTED]

[REDACTED]

Ørsted has also worked to include EJ principles and input from EJ organizations as described earlier in the Plan and in more detail in Disadvantaged Community Impacts (Section 8.4). Their recommendations, program offerings, and philosophies have been incorporated into our New York workforce development strategy.

11.5.2 Overview of Plan Initiatives

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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[REDACTED]

[REDACTED]

[REDACTED]

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[REDACTED]

³ Ørsted launches New Visitor Centre at East Coast Hub in Grimsby (orsted.co.uk)

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11.6 JUST TRANSITION

11.6.1 Centering Workers' Priorities in A Just Transition

To succeed in building a world that runs entirely on renewable energy, we must ensure an energy build-out that benefits people, and that the transition towards a clean energy economy creates quality jobs with secure employment and working conditions. Ørsted recognizes that while the proposed offshore wind career pathways will prioritize high quality job creation, the proposition of high-quality careers alone will not suffice in bringing about a Just Transition. Jobs will inevitably be lost in fossil fuel-based businesses as the U.S. seeks to decarbonize, and workers engaged in the fossil fuel energy sector are at risk of losing employment. Moreover, Ørsted acknowledges that a single company, even with intentional planning, worker-centric labor policies, and deep commitment to Just Transition, cannot deliver a Just Transition on its own. Balancing the positive and negative social consequences of the transition is a challenge that requires all relevant stakeholders to join forces to ensure the transition toward a renewable energy economy is just to those affected. Otherwise, we risk stalling the transition process. As such, we cannot afford, economically or societally, to repeat the mistakes of the past that left so many workers and communities behind.

[REDACTED]

Plans for supporting workers and communities in the transition away from fossil fuels must attend to local conditions and be rooted in the needs and aspirations of workers, unions, and disproportionately impacted communities.

To do its part in delivering a Just Transition, Ørsted is committed to working together with labor and community groups to understand their diverse perspectives, which are key to finding solutions to complex challenges.

In partnership and coordination with NYSERDA and key public sector stakeholders, Ørsted is committed to advancing this critical conversation and organizing effort, rather than simply building the Project. Strategies to do so include:

1. Engaging all affected parties, including workers, Tribes, and EJ communities;
2. Addressing underlying social injustices to avoid replicating existing systems of resource and human exploitation;
3. Providing support for workers at high risk of economical and/or geographical dislocation;
4. Mitigating losses by strengthening technical skill sets, enabling workers to successfully navigate the energy transition;
5. To the greatest extent possible, enabling workers to continue to live and work in NYS;
6. Incorporating sustainability principles; and
7. Sharing findings and strategies with workers and communities across the region who are facing similar issues.

[REDACTED]

11.7 JOBS TARGET AND BENCHMARKING

[REDACTED]

[REDACTED]

[REDACTED]

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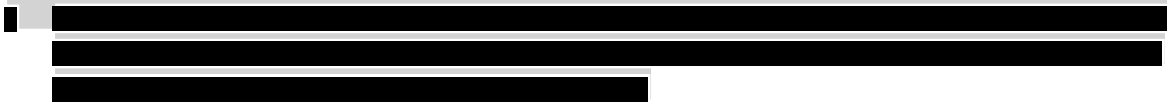
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11.8 CLAIMS DOCUMENTATION

The information described in Appendix G of the RFP related to Claims Documentation is provided in the Economic Benefits Plan for Long Island Wind (Attachment 10-1).

EB ID	Detailed Description	Labor Engagement	Workforce Development
[Redacted Content]			

EB ID	Detailed Description	Labor Engagement	Workforce Development
[Redacted Content]			

EB ID	Detailed Description	Labor Engagement	Workforce Development

EB ID	Detailed Description	Labor Engagement	Workforce Development

EB ID	Detailed Description	Labor Engagement	Workforce Development

EB ID	Detailed Description	Labor Engagement	Workforce Development
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SECTION 11 – NEW YORK JOBS AND WORKFORCE DEVELOPMENT PLAN

EB ID	Detailed Description	Labor Engagement	Workforce Development
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