

NYSERDA 2024 OFFSHORE WIND  
SOLICITATION ORECRFP24 -1

# Community Offshore Wind Application

Public Version



## 11 New York Jobs and Workforce Plan

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NYSERDA 2024 Offshore Wind Solicitation ORECRFP24-1

September 9, 2024



# 11 New York Jobs and Workforce Plan

## 1 Table of contents

11.1	Summary .....	7
11.2	Labor engagement.....	8
11.2.1	Supporting union training programs.....	8
11.2.2	Labor communications and engagement plan.....	8
11.3	Project labor agreements.....	11
11.4	Training and education programs.....	12
	[REDACTED]	
	[REDACTED]	
	[REDACTED]	
	[REDACTED]	
	[REDACTED]	
11.5	Just Transition.....	29
11.5.1	Principles of a Just Transition .....	29
11.5.2	Meeting the Demand of the East Coast Offshore Wind Industry with American Union Labor Concept Report .....	31
11.6	Job targets and benchmarking.....	31

## 2 List of tables

Table 11-1	Solicitation requirements.....	6
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## 3 List of figures

[REDACTED]

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[REDACTED]

[Redacted]

#### 4 List of attachments

Attachment 11-1 Labor Liaison Resume

[Redacted]

## List of acronyms and abbreviations

Abbreviation	Explanation
AEP	Annual Energy Production
AFSCME	American Federation of State, County and Municipal Employees
ALICE	Asset Limited, Income Constrained, Employed
[REDACTED]	[REDACTED]
ASL	American Sign Language
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
BIPOC	Black, Indigenous, and Other People of Color
BOCES	Boards of Cooperative Education Services
CBA	Collective Bargaining Agreement
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
CES	New York Clean Energy Standard
[REDACTED]	[REDACTED]
CWA	Communication Workers of America
DAC	Disadvantaged Community
DEIJ	Diversity, Equity, Inclusion, and Justice
DOE	New York State Department of Education
DOL	New York State Department of Labor
[REDACTED]	[REDACTED]
EJ	Environmental Justice
ESL	English as a Second Language
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
IBEW	International Brotherhood of Electrical Workers
IUOE	International Union of Operating Engineers
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
KCC	Kingsborough Community College
LIUNA	Laborers International Union of North America
LMI	Low-and-Moderate Income
MEP	Manufacturing Extension Partnership

Abbreviation	Explanation
MOU	Memorandum of Understanding
MWBE	Minority- and Women- Owned Business Enterprise
NABTU	North America’s Building Trades Union
NEW	Nontraditional Employment for Women
NOWA	National Offshore Wind Agreement
NOWTC	National Offshore Wind Training Center in Brentwood, NY
NREL	National Environmental Renewable Energy Lab
█	████████████████████
OEM	Original Equipment Manufacturer
OWTI	NYS Offshore Wind Training Institute
PLA	Project Labor Agreement
QA/QC	Quality Assurance and Quality Control
RA	Registered Apprenticeship
█	██████████
SDVOB	Service-Disabled Veteran Owned Business
SIU	Seafarers International Union
STEM	Science, Technology, Engineering, and Math
TWG	Technical Working Group
TWIC	Transportation Worker Identification Credential
UA	United Association of Plumbers, Fitters, Welders, and Service Technicians
█	████████████████████

## NYSERDA solicitation requirements

Our New York jobs and workforce plan addresses each requirement described in NYSERDA’s fifth solicitation for offshore wind energy (ORECRFP24-1).

*Table 11-1 Solicitation requirements*

Solicitation requirement	Section
Detail the impact and benefit to New York’s offshore wind workforce with specific focus on recruiting and collaborating with skilled trades / labor unions, and members of Disadvantaged Communities, including Tribal Nations	11.3
Identify how Proposer plans to source labor and build clear career pathways for job growth in New York State, as well as identify partnerships with workforce partners such as labor unions and labor-management joint training programs. Such partnerships can be through intermediaries, local workforce development boards or registered apprenticeship programs, universities, research institutions, or through other stakeholders	11.2, 11.3, 11.4
Address health and safety training and commitment to incident reporting and loss prevention	11.2
Describe the actions the Proposer and their subcontractors intend to take to further diversity, equity, and inclusion principles and practices and equal employment opportunities	11.5
Clearly indicate how the Proposer intends to incorporate labor requirements set forth in the RFP, such as payment of Prevailing Wages, negotiating Project Labor Agreements (PLA), adhering to Labor Peace Agreement (LPA) requirements, and maximizing opportunities for members of Disadvantaged Communities	11.3
Articulate the potential cost savings that PLAs could offer to the Project, including a qualitative explanation of the major elements of a PLA that may offer project savings, schedule savings, shift expectations, labor harmony, training opportunities, and other benefits	11.3
Plan should include an estimate on the number of PLAs the Project expects to execute, the parties that are planned or expected to be parties to each PLA, the focus of work for each PLA, the PLA negotiation schedule and at what time prior to the start of work on the Project the PLA would be executed	11.3
Address any variance among proposals	11.4, 11.6
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	11.2, 11.4

## 11.1 Summary

At Community Offshore Wind (COSW), we are committed to leading this once-in-a-generation opportunity to create an equitable, diverse, and highly skilled clean energy workforce in New York. Our Jobs and Workforce Plan aims to ensure New Yorkers share in the opportunities created through the growth of the offshore wind industry by prioritizing the use of local union labor, delivering significant and targeted support for workforce development and training programs, and leveraging the scope and scale of our Project to deliver benefits to disadvantaged communities (DACs) and Minority- and Women-Owned Business Enterprises (MWBE) and Service-Disabled Veteran Owned Businesses (SDVOB) suppliers.

In 2021, of the twenty most common occupations, “60% are paid less than \$20 per hour.”<sup>1</sup> Asset Limited, Income Constrained, Employed (ALICE) households make up 44% of the households in New York, with the highest rates below the ALICE threshold coming from Black and Hispanic, young, and single-parent households.<sup>2</sup> All the while, clean energy jobs were outpacing the growth of the State’s economy at 3.5% from 2021-2022 and only seven percent of employers reported that there were no hiring challenges.<sup>3</sup> To address the need for financial empowerment and skills training, and to better enable communities to participate in the clean energy industry, we must work closely with organized labor, academia, and other workforce entities. In our New York Jobs and Workforce Plan, we prioritize the creation of sustainable and equitable career opportunities, as well as workforce development and training initiatives, in close collaboration with labor unions.

At COSW, we believe it is essential that offshore wind and clean energy jobs are accompanied by strong labor standards across all phases of development. We aim to lead by example on ‘Just Transition’ principles by securing high-road labor agreements in Project Labor Agreements (PLAs), Labor Peace Agreements (LPAs), and workforce development plans. [REDACTED]

In addition to supporting organized labor, COSW will invest [REDACTED] in industrywide training and development programs, with targeted allocations for members of DACs, MWBEs, SDVOBs. COSW will establish initiatives that address the diverse needs of the existing and future workforce, as well as the Offshore Wind supply chain. These programs will follow our inclusive project development approach and will be monitored and tracked [REDACTED]

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<sup>1</sup> ALICE in the Crosscurrents: COVID and Financial Hardship in New York, April 2023, Pg 12.

<sup>2</sup> ALICE in the Crosscurrents: COVID and Financial Hardship in New York, April 2023, Pg 19.

<sup>3</sup> New York Clean Energy Report (2023), 4.



[REDACTED]

COSW has also established ambitious local hiring and procurement targets to increase utilization of in-state labor and support local businesses. In total, our investments [REDACTED] and local hiring targets could create an incremental [REDACTED] direct jobs associated with our Project construction, operations and maintenance, and decommissioning phases.

## 11.2 Labor engagement

COSW views organized labor as a crucial partner in scaling up New York’s workforce to meet the offshore wind industry’s demand for skilled labor. By utilizing union labor, investing in, and collaborating with pre-apprenticeship, apprenticeship, and labor management training programs, we can meet the industry’s workforce needs and ensure that the build-out and operations of offshore wind projects are done safely, on-time, and by experienced workers; all while prioritizing labor neutrality and the “NY Buy-American Act” provisions throughout our supply chain.

### 11.2.1 Supporting union training programs

Union training programs are not only a tool to scale up our local workforce to meet offshore wind demand but create equitable career pathways for New Yorkers that lead to family-sustaining wages, fringe benefits, and financial security for our communities. [REDACTED]

[REDACTED]

### 11.2.2 Labor communications and engagement plan

In addition to supporting union training programs, we aim to maintain an ongoing dialogue with the labor unions throughout the Project Lifecycle. COSW has prioritized labor engagement since acquiring its lease in 2022. [REDACTED]

[REDACTED] In addition, we aim to continue consulting a host of labor unions, regional federations, and trade councils

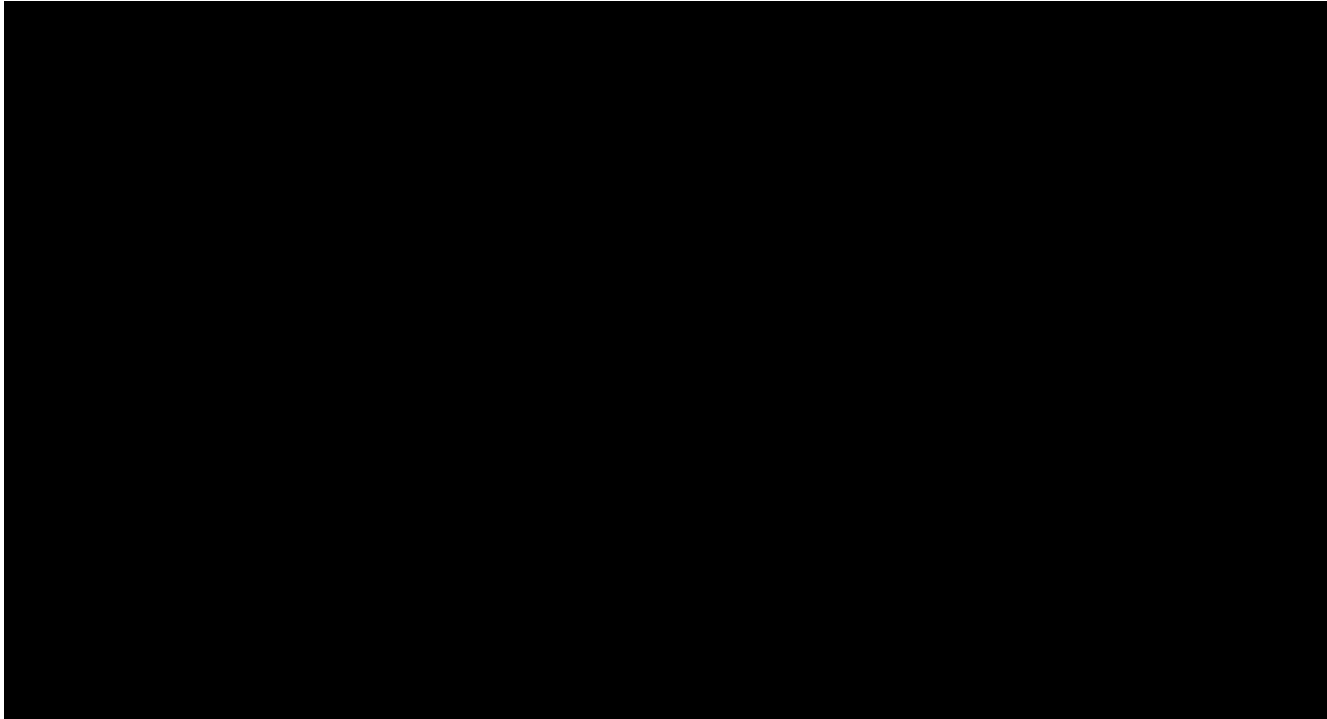
[REDACTED]

throughout the Project's development that have interest and scope in the onshore and offshore work. These include, but are not limited to:

- **Regional federations and labor coalitions:** New York City Central Labor Council; Long Island Federation of Labor; The Building and Construction Trades Council of Nassau and Suffolk Counties; Hudson Valley Labor Federation; Western NY Area Labor Federation; Greater Capital Region Building and Construction Trades Council; North America's Building Trades Union (NABTU); and the Coalition of Black Trade Unionists.
- **Building and construction trades:** International Brotherhood of Electrical Workers (IBEW); United Association of Plumbers, Fitters, Welders, and Service Technicians (UA); Laborers International Union of North America (LIUNA) United Steelworkers; International Union of Operating Engineers (IUOE); International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers; International Union of Elevator Constructors; United Brotherhood of Carpenters and Joiners of America; Operative Plasterers' and Cement Masons' International Association; International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers; International Union of Painted and Allied Trades; the International Brotherhood of Teamsters; and the Sheetmetal Workers' International Association.
- **Non-building and construction trades:** Utility Workers Union of America; Seafarers International Union (SIU); The Marine Engineers' Beneficial Association; The International Longshoremen's Association; American Federation of State, County and Municipal Employees (AFSCME) District Council 37; Service Employees International Union; United Autoworkers; Communication Workers of America (CWA); Industrial Division of CWA, IUE-CWA; and the International Association of Machinists and Aerospace Workers.

COSW is committed to continued engagement with labor unions and has brought on a full time labor liaison to support those efforts. Our labor liaison, Mariah Dignan was the Regional Director for Climate Jobs New York, a statewide labor coalition representing 2.6 million working New Yorkers united in advancing pro-worker and pro-climate policies prior to joining COSW (as detailed in Mariah's resume in Attach. 11-1). Mariah has led our negotiations for multiple labor agreements, designed a robust field education campaign to empower union members to be advocates for clean energy, and has led in integrating workforce development initiatives with union training and education programs. Mariah is also a member of the Long Island Labor Advisory Council and the James Connolly Irish American Labor Coalition. We will continue to utilize our labor liaison's experience in organized labor to build trust and provide certainty that strong labor standards and practices will be utilized throughout the Project's life cycle, along with any related supply chain investments.

Our labor liaison will lead a robust communications, field, and media engagement plan with organized labor and workforce training institutions. This plan involves phases of outreach, education, negotiations, and execution to lead to long-term trusted partnerships, as detailed below:



Our labor liaison, and Project leadership, will continue to meet, educate, and consult with labor unions, regional federations, and trade councils to identify the skills required and the local affiliates that fit the needs for the Project's onshore and offshore activities. Based on the initial set of skills identified in the Jobs and Workforce Plan, we will engage unions whose members include dock builders, ironworkers; electricians; painters; pile drivers; divers; pipefitters; plumbers; elevator constructors; steelworkers; laborers; metal fabricators and fitters; operating engineers; amongst others.

Our labor liaison will also regularly communicate Project-specific updates and provide transparency on anticipated needs including job titles and descriptions, estimated job figures, and required certifications to arm labor unions with the information they need to determine jurisdiction of work and provide offshore wind training through their respective apprenticeship and labor management training programs.



### 11.3 Project labor agreements

Since the 1930s, Project Labor Agreements (PLAs) have promoted productivity, stability, and consistency on construction projects in the United States. This is a tool that has demonstrated success in ensuring uniform safety standards and wages and eliminating strikes or lockouts, ensuring on time and on budget delivery of massive infrastructure projects across sectors and industries. As the offshore wind industry matures, PLAs can help reduce risk and provide certainty in project development, an important factor given the lengthy permitting milestones and regulations developers are currently experiencing at the federal, state, and local levels. To translate these benefits into cost savings from a developer perspective, consider a Hill International cost-effectiveness study in which a NYC School Construction Authority PLA from 2005-2009 was scrutinized. The report concluded that over five years, the “total of major quantifiable cost savings resulting from utilization of a PLA in construction amount(ed) to \$221M.”<sup>7</sup> Specifically, most of the savings were from uniformity in shifts, efficient CBAs tied to the PLA, and provisions that allowed construction to continue without interruption, despite two unions being on strike. Project delays and cost overruns can be prevented by executing PLAs for the construction of our Project. We expect such delays to be avoided through language in our PLAs that prevents work stoppages and lockouts, as well as through the utilization of the highly trained, skilled and productive workforce represented by construction unions to build our Project.

[REDACTED]

[REDACTED]

[REDACTED]

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<sup>7</sup> United States Department of Labor (USDOL). (2011). Implementation of Project Labor Agreements in Federal Construction Projects: An Evaluation. U.S. Department of Labor; Hill International.

[REDACTED]

## 11.4 Training and education programs

Offshore wind presents a generational opportunity to significantly expand workforce opportunities through the growth of a new industry. New York has already realized a 3.5 percent growth in clean energy jobs from 2021 to 2022<sup>8</sup> and projects an additional 58,000 jobs in offshore wind by 2030 to meet its 100% domestic content target.<sup>9</sup> COSW has developed formal partnerships with reliable and result-oriented workforce partners in addition to clear funding priorities to enable and empower New York's communities to realize the immense opportunity presented by offshore wind development. We have developed our funding priorities and programs based on conversations and feedback from stakeholders in academia; labor; community organizations; environmental justice (EJ) communities; workforce development partners; government entities; and industry representatives. These programs will allow us to partner with local stakeholders to support the development, construction, and the operations and maintenance activities for our wind farm and enable manufacturing activities and other opportunities across the broader offshore wind supply chain in New York.

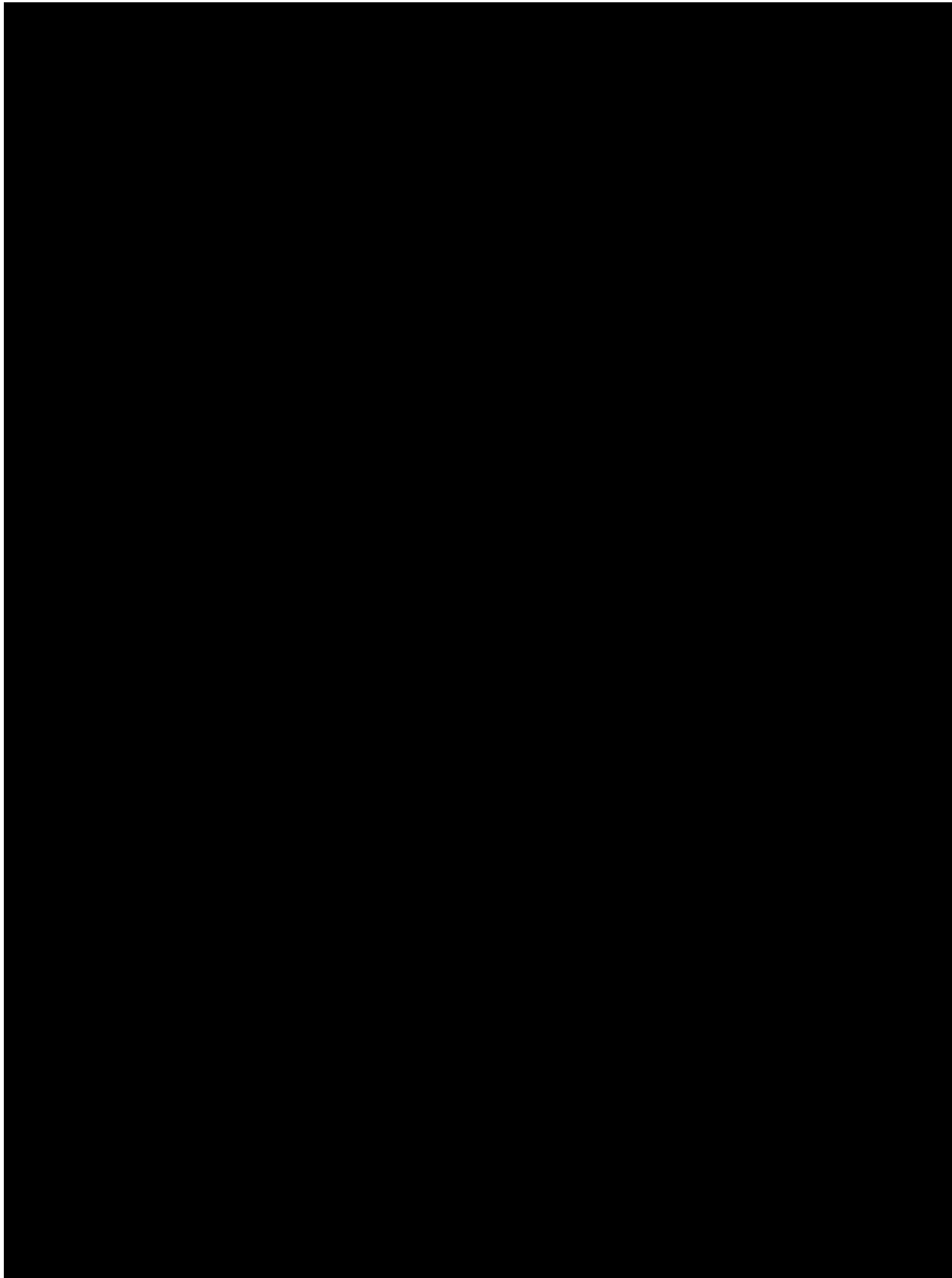
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[REDACTED]

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<sup>8</sup> NYSERDA (2023). New York Clean Energy Industry Report, 7.  
<sup>9</sup> NREL (2022). U.S. Offshore Wind Workforce Assessment.



[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] we need to support training institutions and programs that have a track record of success in our communities to address critical workforce needs. COSW will collaborate with organized labor, workforce development boards, higher education institutions, and local community-based organizations to equip the New York workforce with the skills required to

deploy today's clean energy solutions. [REDACTED]

[REDACTED] funds are meant to support an integrated workforce development ecosystem that collaborates intentionally with organized labor and prioritizes the needs of historically marginalized populations, ensuring equitable access to education and training programs. We will support and look to expand the impact of existing offshore wind workforce entities like the National Offshore Wind Training Center; NYS Offshore Wind Training Institute (OWTI); NYS OSW Academic Symposium; CUNY Bridges to Offshore Wind program; Kingsborough Community College (KCC) and the SIU; and others. We will continue to listen, coordinate, and form partnerships with these entities as the Project develops.

#### 11.4.2.1 Funding Priorities

COSW will look to utilize reserve funding to support organizations and initiatives addressing our three funding priorities.

##### Career Readiness

As NYSERDA identified in its 2023 New York Clean Energy Industry Report, there are over 1,700 unique training programs that provide workers pathways for employment in the clean energy industry.<sup>10</sup> There is an abundance of training opportunities, but often many individuals are not familiar with the ecosystem or know what resources are available to support their career exploration. COSW will look to support partnerships between local workforce development boards, employers, unions, and higher education institutions that address career readiness.

We will identify partnerships that provide curriculum instruction, job training site exploration at generation facilities and union training centers for youth aged 14-24. For example, we could leverage existing workforce development pathways like the DOL's Summer Youth Employment Program that can provide relevant STEM and clean energy development skills to youth and adult workers. In addition, collaboration with direct entry pre-apprenticeship or registered apprenticeship partners can provide accessibility to sustainable careers. Potential partners could include [REDACTED]

[REDACTED]

##### Union Strong Career Pathways

As identified by the National Renewable Energy Lab (NREL), "supplying the magnitude of skilled trade workers needed is a critical gap for manufacturing and supply chain factories, ports and staging terminals, and vessel maritime construction crew."<sup>11</sup> There is an industry need to develop standardized

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<sup>11</sup> Stefek, Jeremy, Chloe Constant, Caitlyn Clark, Heidi Tinneland, Corrie Christol, Ruth Baranowski. 2022. U.S. Offshore Wind Workforce Assessment. Golden, CO: National Renewable Energy Laboratory. NREL/TP-5000-81798. <https://www.nrel.gov/docs/fy23osti/81798.pdf>



training, chiefly technical and safety credentials, to build confidence and scalability amongst training providers, local manufacturers, and workers that they will be able to realize the benefits of a burgeoning American offshore wind industry. COSW will look to collaborate with organized labor's training programs, post-secondary education providers, and workforce development programs to fund programs that address critical gaps while also delivering on our priority principles of creating equity-driven opportunities.

COSW will continue to explore support for the Statewide Pre-Apprentice Program (SPAP) and NYC's Apprenticeship Readiness Collective Partners. [REDACTED]

[REDACTED] COSW can provide individuals from underserved and low-income communities throughout New York State access to world-renowned training allowing them to complete programs and make informed decisions about their professional ambitions.

COSW has already taken steps to build union career pathways. We have engaged organized labor and EJ organizations, to coordinate a series of interactive education sessions that would bring the training directors and staff of New York's organized labor training programs together with frontline workforce organizations with the intentionality to expand outreach and recruitment from underserved populations.

These sessions provide information for organized labor's pre-apprenticeship programs<sup>12</sup> while highlighting how union pre-apprenticeship programs enable career pathways in construction, and eventually entry into offshore wind and clean energy projects. EJ partners include organizations present in targeted DACs across New York state that will host learning sessions while COSW enables ancillary services (e.g., transportation allowance, meals, childcare needs, mental health, etc.) associated with accessing the event and the Building Trades' training centers.

COSW piloted its first session during National Apprenticeship Week 2023 with the Joint Apprentice Committee Ironworkers Locals 40 & 361 and community organizations including We Act for Environmental Justice, RETI Center, Red Hook Initiative, Opportunities for a Better Tomorrow and Minority Millennials who brought interested members to learn more about the Ironworkers and offshore wind. During the program, COSW made participants aware of a website called Apprenticeship Works, developed by WDI, that acts as a one-stop-shop for the unionized building trades' apprenticeship applications and allows user to sort by trade, location, or current open enrolments. It is a tool COSW will continue to utilize during exploration and education sessions.

### **Encouraging Direct-Entry and Registered Apprenticeship Collaborations**

To scale the offshore wind workforce at the rate necessary to meet industry demand, it is essential to utilize and support existing NYS DOL direct-entry pre-apprenticeship RA programs. The curriculum, on-the-job- training, recruitment and retention components of these programs are monitored, scrutinized, and coordinated across industry, training providers, and the DOL to ensure the programs lead to family-sustaining career pathways (See Figure 11-2).

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<sup>12</sup> CSKILLS, NEW, P2P, NY Helmets to Hardhats, & Opportunities Long Island



*Pictured above: COSW attends Nontraditional Employment for Women's Annual Luncheon on May 1, 2024 (International Workers' Day) with IBEW Local 3's Business Manager, Christopher Erikson and Michael Yee the Director of the Educational and Cultural Trust Fund of the Electrical Industry.*

COSW has listened and engaged with dozens of local workforce development organizations that have deep-rooted connections to community. However, many of these organizations are not aware of the benefits of DOL registered programs, or do not have the resources to explore potential partnerships or register themselves. COSW plans to identify and guide workforce development organizations to partner with or become a DOL-certified direct-entry pre-apprenticeship program or RA with a third-party partner to be identified. We will facilitate forums with entities that serve DACs and priority populations to explore possible signatory partners for direct- entry/RAs. By facilitating these initiatives, we can realize a potential offshore wind career pathways for students to manufacturing firms as is demonstrated in Figure 11-3.

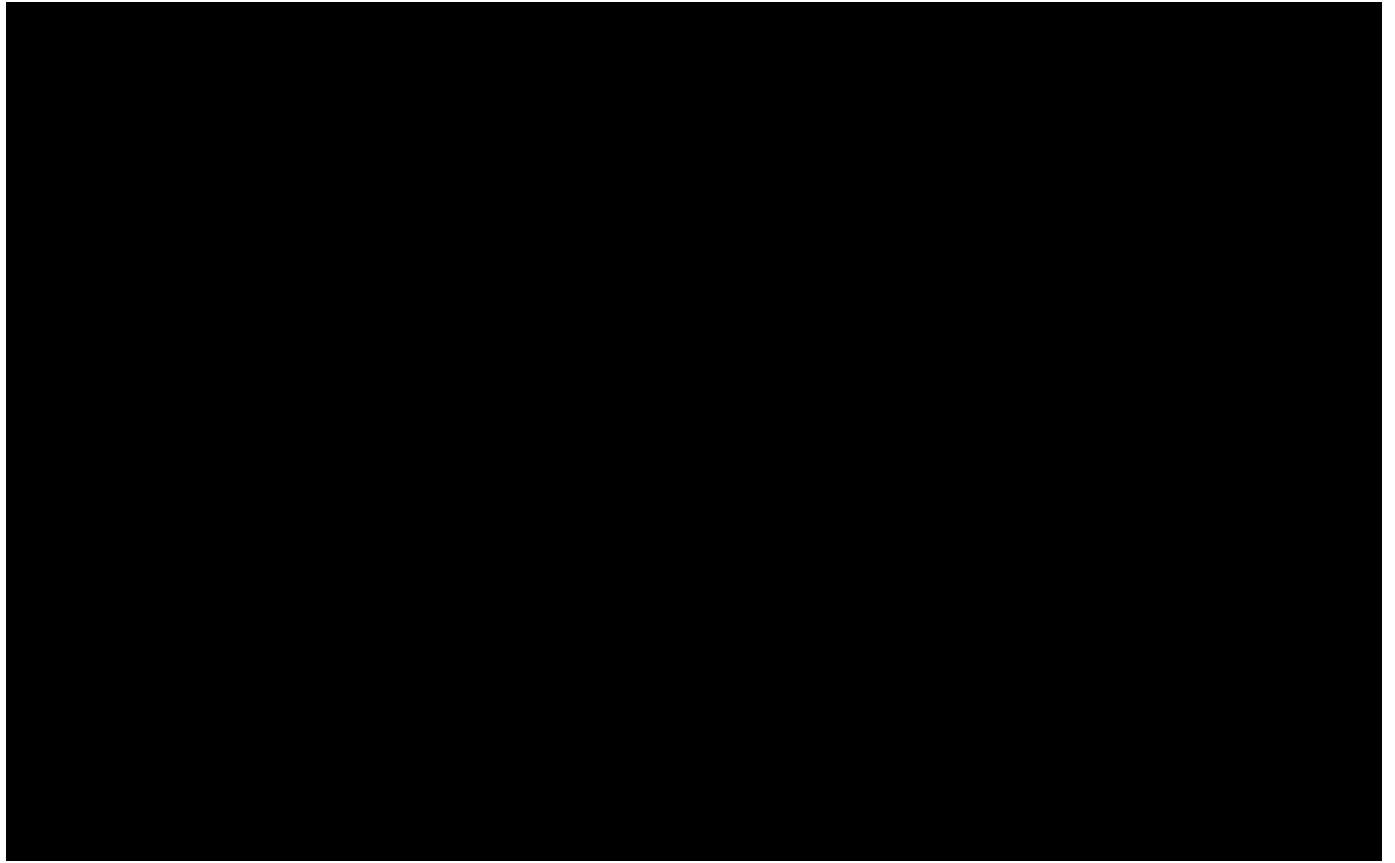
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COSW will work to support the existing workforce training infrastructure by ensuring others are aware of these programs and go beyond supporting existing systems by developing a trusted system to track local hiring targets and create a culture of coordinated workforce development partnerships.

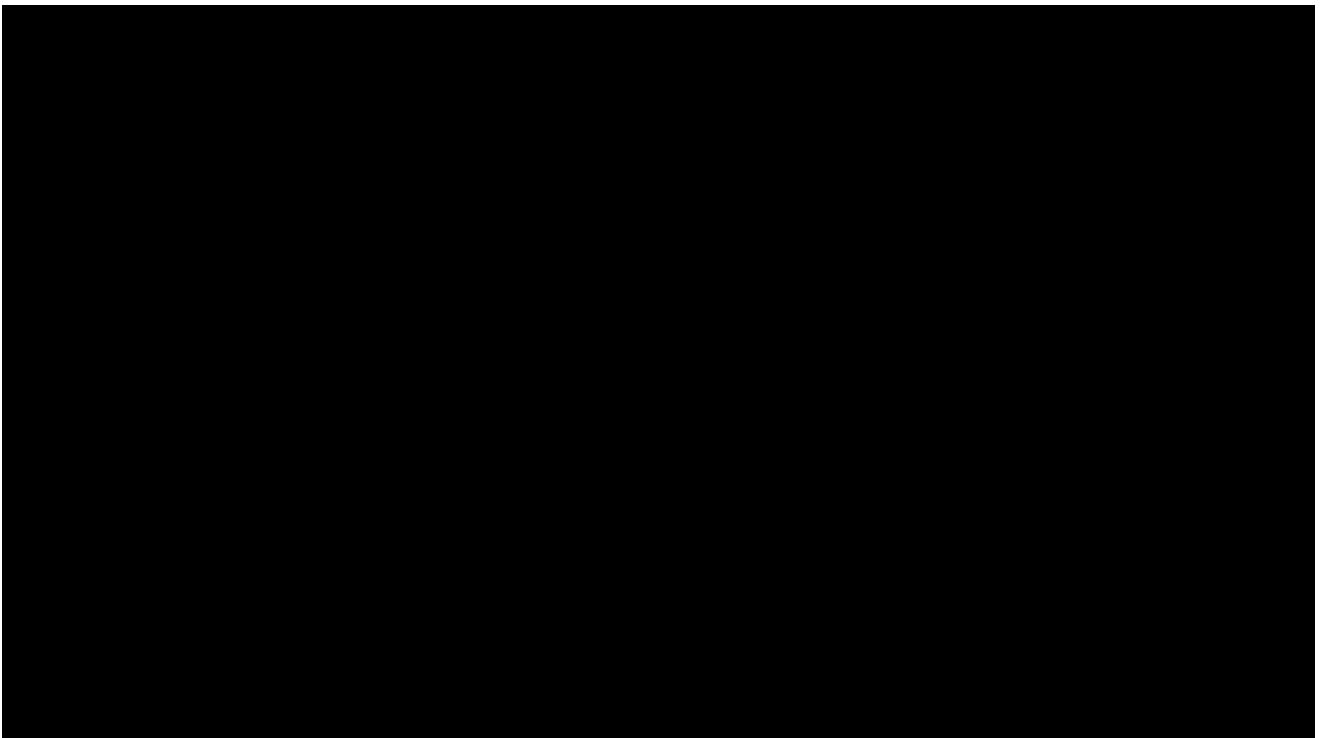
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#### 11.4.2.2 Specific MOUs/Programs



[REDACTED]

- [REDACTED]

[REDACTED]

- [REDACTED]

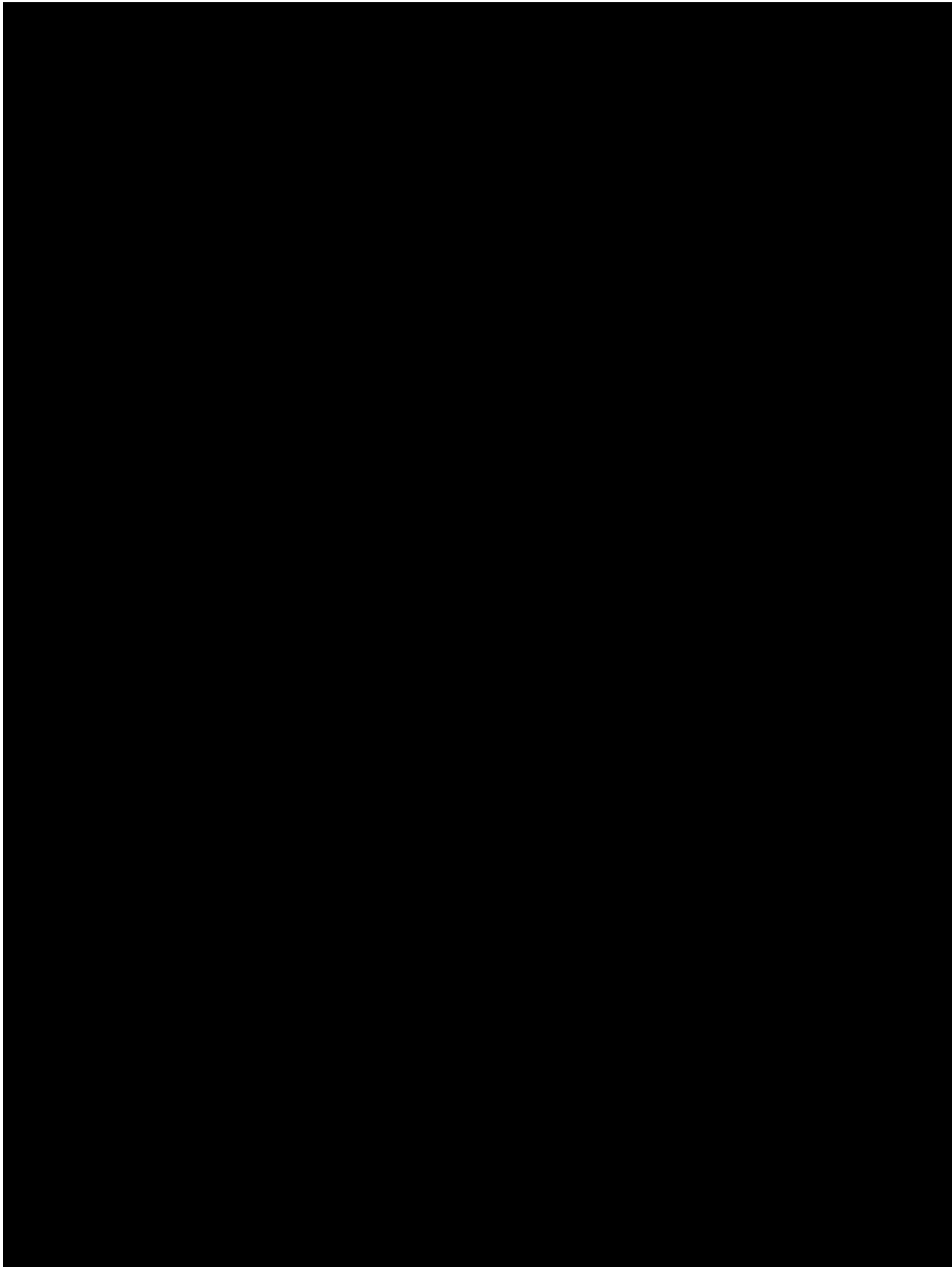
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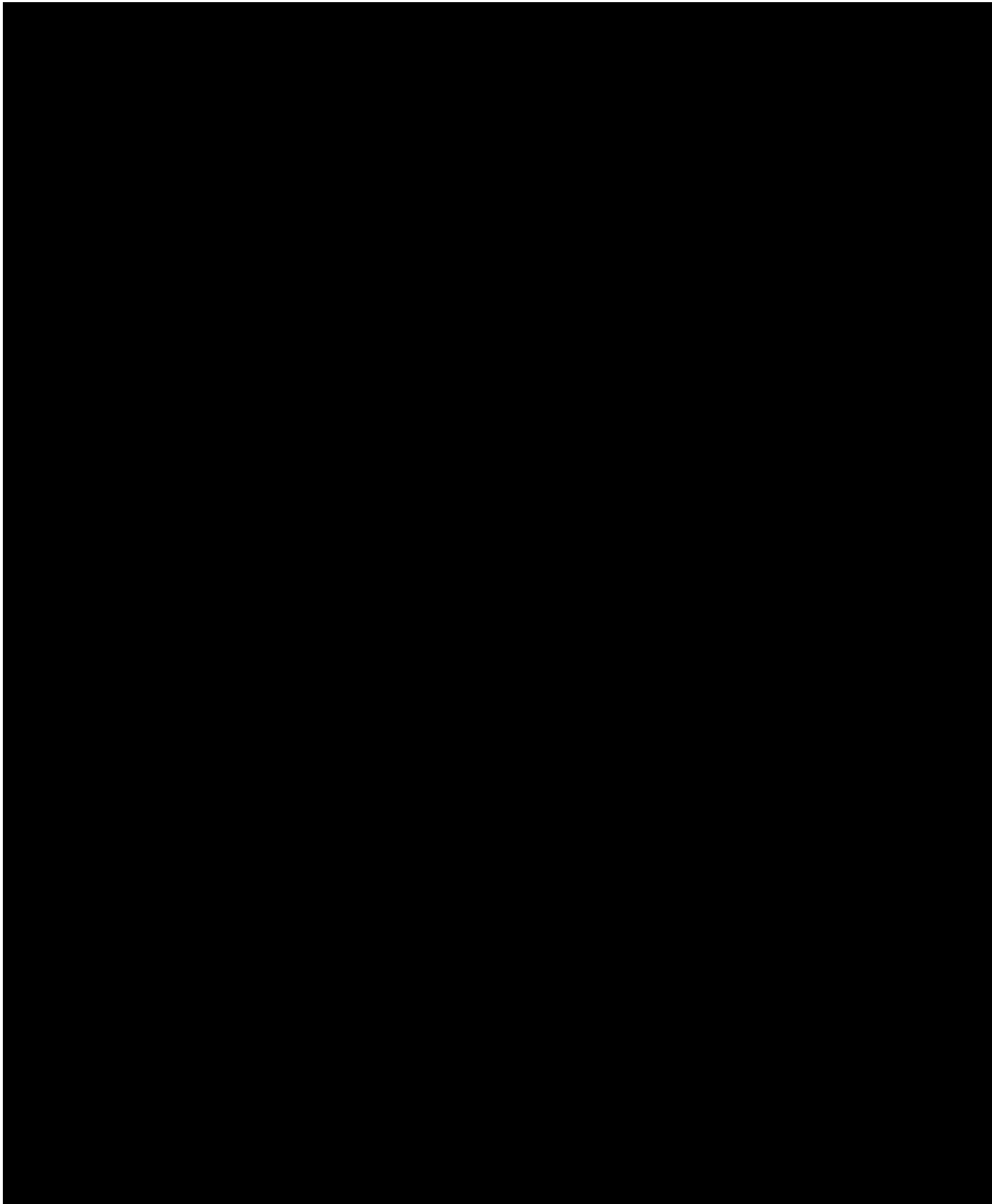
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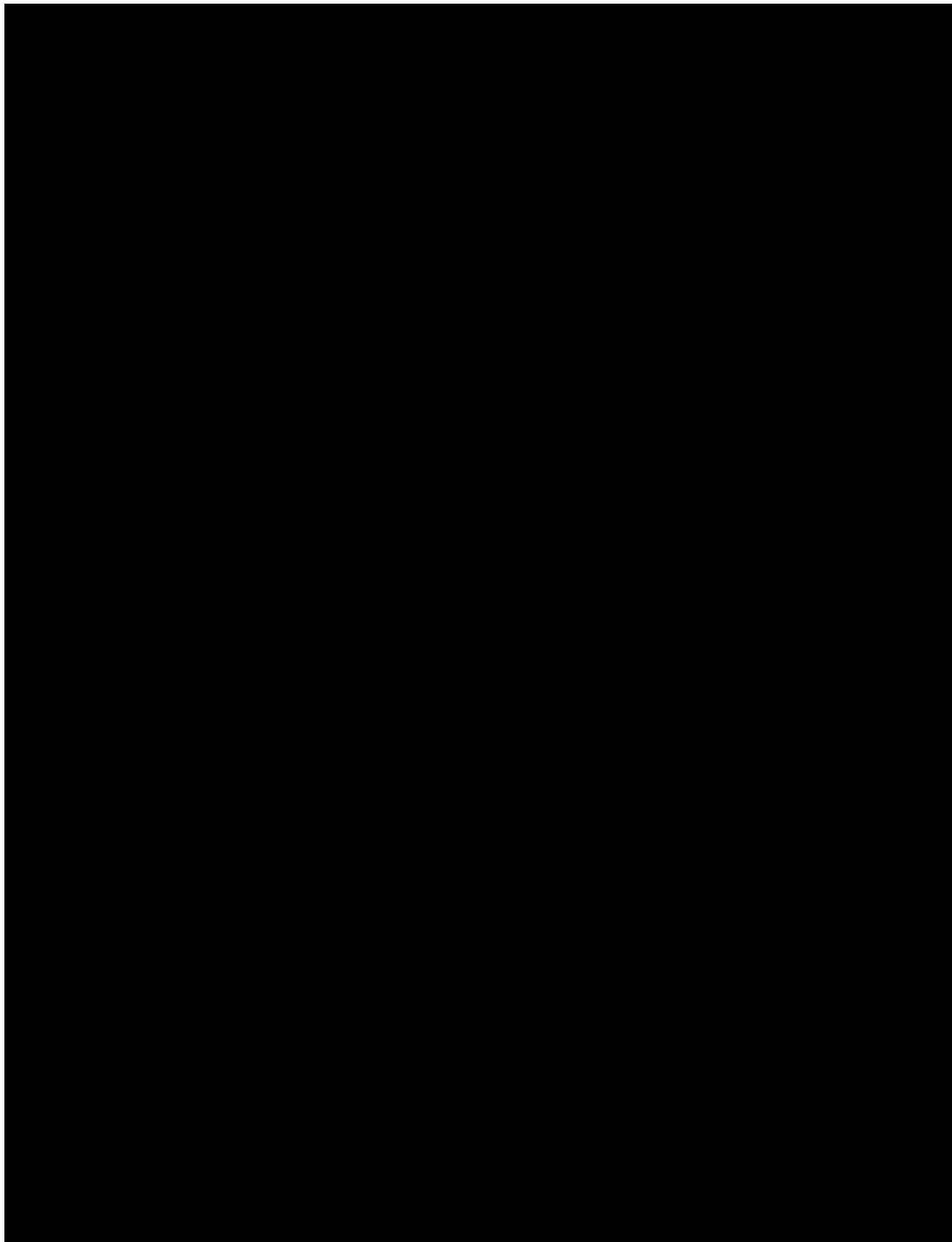
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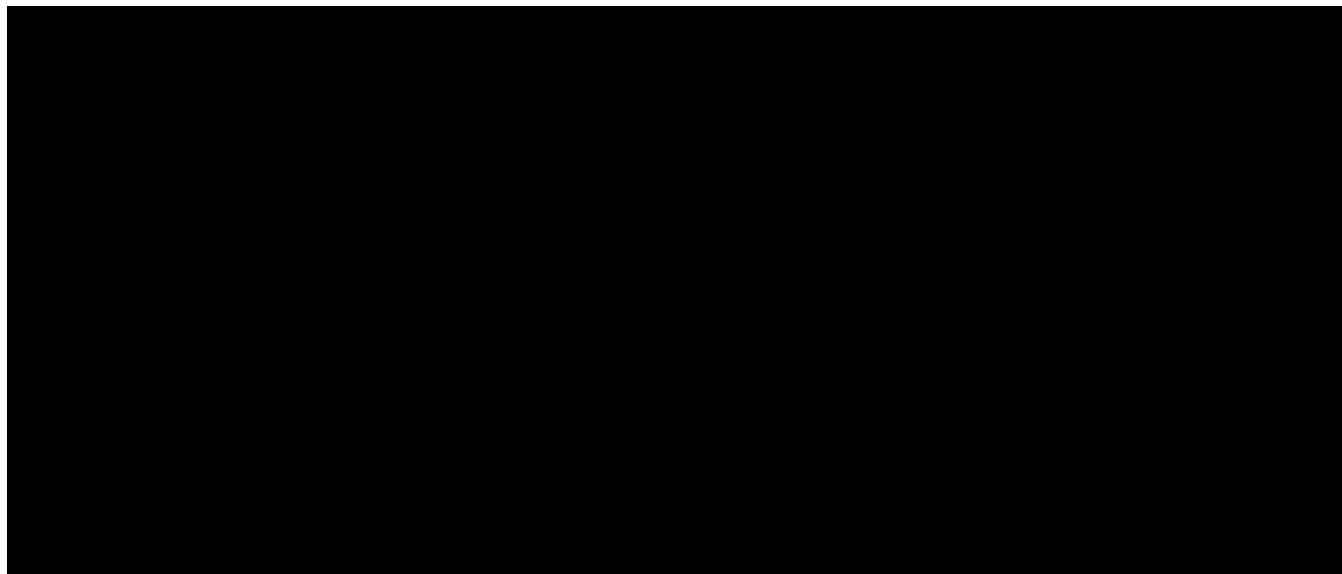
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[REDACTED]









As COSW continues to engage with education partners, it has become increasingly clear that academic and vocational institutions need curriculum and workforce development support, especially for the exploration of clean energy pathways. This section will focus on COSW's education efforts that support workforce development.



While we do not have specific MOUs in this section, we have previously partnered with higher education institutions, local community-based organizations, and MWBEs to expose and educate communities about the promise of an offshore wind career.

### 11.4.3.1 Funding Priorities

#### K-12 Programming

It's imperative to support K-12 STEM and offshore wind exposure programming for the next generation, especially in Title One and New York State Department of Education (NYS DOE) identified low-performing schools. COSW has engaged a variety of schools districts across NYC and Long Island including but not limited to: Harbor Middle and High School; Brooklyn STEAM Center; FDR High School; William Floyd; Bellport, Longwood; and Island Park School District. As we continue to provide creative and experiential opportunities to learn about STEM related careers,



In addition, we have a host of grassroots education partners that provide hyper-local exposure and education to students.





Investing in these local sustainable and scalable programs increases accessibility, confidence, and awareness for our historically marginalized communities to pursue technical and skilled careers.

To build on our existing K-12 intentions, COSW may provide financial support for professional development workshops and courses for guidance counselors, teachers, and board of education members on the wide-range of careers available in offshore wind and the clean energy industry.

### Creating High School to Clean Energy Employment Pathways

COSW looks to support initiatives serving high school students who may be interested in directly entering the workforce or exploring higher education opportunities in clean energy/STEM. COSW will seek opportunities to model, and if appropriate expand, NYSERDA's existing Clean Energy Paid Internship Program in High Schools for credit to enable clean energy and offshore wind career exploration. This would provide those who are legally permitted to work in NYS the opportunity to explore clean energy industry careers while receiving high school credit towards their diploma. This requires close collaboration and coordination with NYSERDA, NYS DOE, the NYS DOL, superintendents, and local school districts to examine the feasibility, cost, and timeline associated with program development and execution. Guidance counselors, Nassau BOCES, and high school STEM teachers have expressed eagerness for a program like this to be available to their students based on COSW's interactions.



*Pictured above: COSW engaging Nassau BOCES and Long Island school districts during Manufacturing Week at the Cradle of Aviation Museum in Uniondale, NY.*

COSW is eager to explore apprenticeship fast-track programming with organized labor in under-resourced school districts. This program could permit juniors and seniors in high school to enter a two-year program that incorporates MC3 curriculum in workplace safety, offshore wind skills, and other classroom instruction with on-the-job exploration that would prepare students to enter a union building trades apprenticeship program as a second-year apprentice after high school graduation. This type of program was implemented in the Roosevelt school district on Long Island in partnership with the Laborers Local 66. As with any K-12 program, this would require close coordination between the NYS DOE, DOL, BOCES, parents, and school administrators.

### Supporting Higher Education

COSW may reserve funding to enable a variety of post-secondary education opportunities that support manufacturing, the building and construction trades, and professional service career pathways. Funding could be used to provide direct assistance to students for tuition to attend courses, workshops, or specialized physical training to lead to in-demand occupations with transferrable impacts to offshore wind careers. Funding could also be used to provide grants to community colleges;

four-year institutions; the CUNY offshore wind advisory network; and to existing NYS OWTI participants to develop curriculum and expand program capacity for both trades and professional services. Preference may be given to those who demonstrate relationships with organized labor and NYS DOL registered direct-entry and apprenticeship programs.

It will take unique coalitions and partners who may not have a history of working together to ensure an equitable just transition for New Yorkers. COSW seeks to model the KCC and the SUI partnership with other community colleges and organized labor partners across the state, especially in DACs impacted by our Project.<sup>13</sup> Examples of potential entities for a community college/labor union direct-entry program in Nassau County include Nassau Community College, Opportunities Long Island, and affiliates of the Building and Construction Trades Council of Nassau and Suffolk Counties. COSW will examine potential partners and help facilitate conversations with interested parties.

[REDACTED]

COSW is proud of its investments to address barriers to employment and expand access to career exploration opportunities. This includes [REDACTED] childcare support for offshore wind workers and trainees, swimming lessons, and transportation services. COSW has dedicated additional funding for services like basic needs and financial empowerment (see Section 8.4.3.3.2).

[REDACTED]

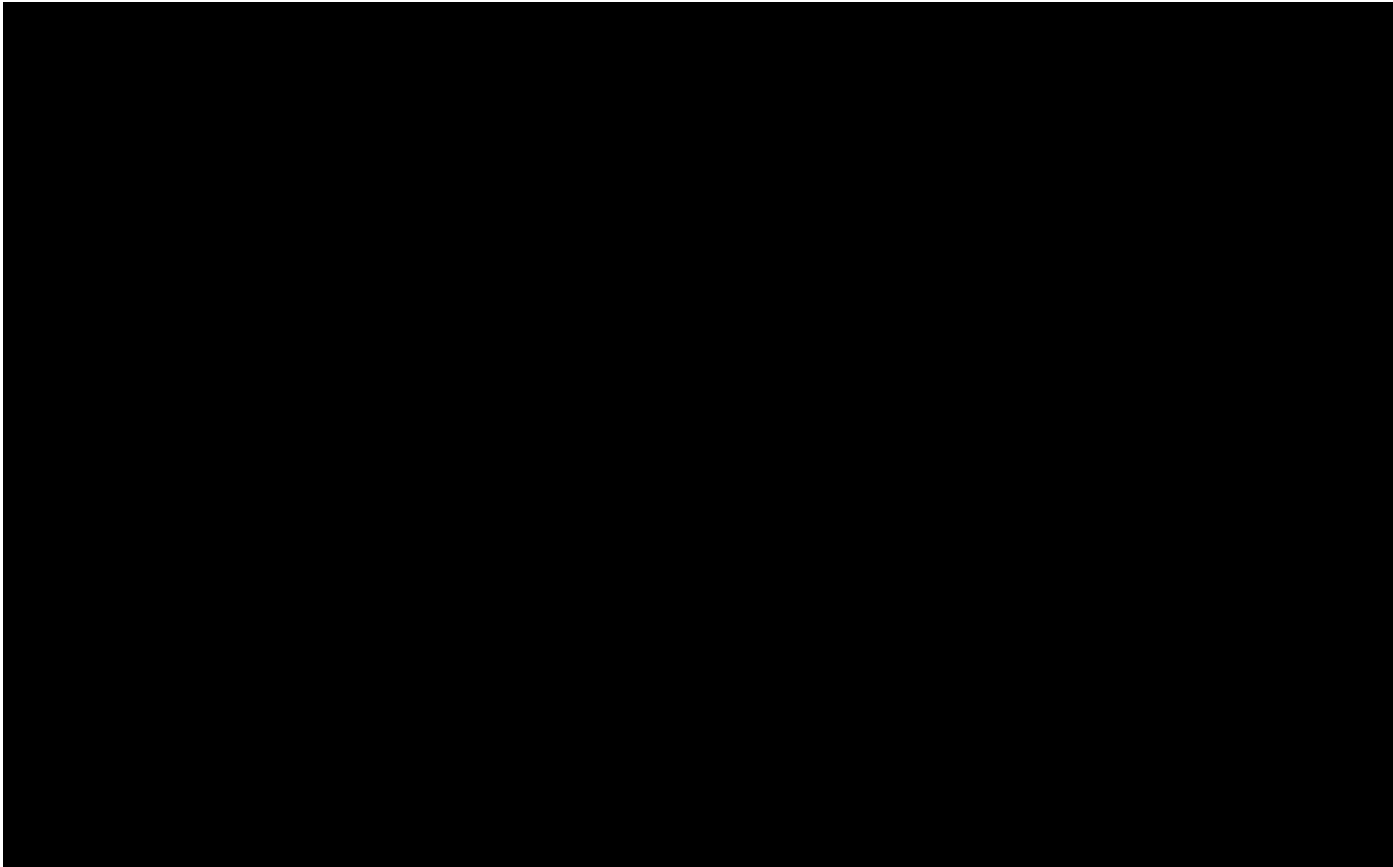
We have listened to frontline, EJ, and underserved community members and found that criminal history is an enormous barrier to employment, especially in the construction trades. To attain a Transportation Worker Identification Credential (TWIC) card, an individual cannot have a permanent or interim history of felony charges or violations that include terrorism, distribution of controlled substances, smuggling, etc.<sup>14</sup> To work on many union construction sites in NYC, the General Contractor requires workers to have a TWIC card. This is just one example of the type of barrier that exists for those who are justice involved. [REDACTED]

[REDACTED]

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<sup>13</sup> The KCC/SIU Pre-Apprenticeship Marine Careers Program provides a 12-hour introduction to maritime careers at KCC and provides students assistance in applying to the SIU apprenticeship program and a stipend to cover the cost of travel to SIU's Piney Point, Maryland Training facility. Students embark on a six-to-eight-month training journey, all meals and lodging included, that combines classroom instruction and on-the-job-training out at sea for two to three months. Upon completion, students become a part of the largest North American union representing merchant mariners.

<sup>14</sup> <https://www.tsa.gov/disqualifying-offenses-factors>



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COSW is committed to building capacity for local New York State businesses as part of our supply chain and jobs and workforce strategy. Our comprehensive economic development strategy emphasizes purchasing from NY-based firms and supporting union, MWBE, and SDVOB suppliers through targeted procurements. COSW will make best efforts to source from New York wherever commercially viable and has also proactively identified a number of opportunities to source goods and services from New York registered MWBEs and SDVOBs, including onshore civil works, O&M-related services, and other ancillary goods and services ██████████

In addition to our local sourcing strategy (detailed in Section 10), COSW is establishing the ██████████ ██████████ Fund to support New York State Small Businesses interested in entering the offshore wind industry. The fund includes an ██████████ investment ██████████ to support its grant program that provides funding opportunities to over 100 small and medium-sized manufacturers and will look to identify opportunities to support initiatives that address our three funding priorities: providing technical assistance to small businesses, assisting with MWBE certification, and supporting a revolving loan fund through reserve funding. Funds will be made available to local community development organizations, chambers of commerce, trade associations, universities, Manufacturing Extension Partnership (MEP) stakeholders, local governments and regional economic development organizations.

Our funding priorities and investments are influenced by our active participation in the Jobs and Supply Chain Technical Working Group (TWG) and based on our previous work supporting the business community. To date COSW has engaged with businesses across New York State and provided education through programs including Oceanic Offshore Wind Ready and Foundation 2 Blade.



*Pictured above: Community Offshore Wind was proud to sponsor the Business Network for Offshore Wind's Offshore Wind Ready at Stony Brook University MTRC. Lyle Sclair, Community Offshore Wind's Economic Development Manager was there with the COSW E-Van and also shared best practices and spoke about how New York State Business can get ready to support this growing industry October 2023.*

#### 11.4.5.1 Funding Priorities

##### Technical Assistance

Many local firms, including MWBE and SDVOBs, have limited information about offshore wind supply chain opportunities and how to navigate the emerging industry. They often lack the time or resources to investigate the opportunities presented by new industries, including offshore wind. COSW will look for proposals from organizations such as Chambers of Commerce, Business Improvement Districts and other local economic development organizations that bring hyper-local expertise to support firms engaged in onshore contracting activities or working with potential recipients of NYSERDA's supply chain funding. This funding can be used to further support initiatives such as the Wind Connections program a joint effort of BOCnet and the Southwest Brooklyn Industrial Development Corporation, and new programming around helping firms understand scopes and requirements from OEMs.



[REDACTED]

### MWBE Certification Assistance

COSW will also look to support chambers of commerce, universities, economic development, and other organizations to help eligible individuals receive MWBE/SDVOB certification with the State of New York.

[REDACTED] COSW will look to fund organizations that target entrepreneurs from disadvantaged and under resourced communities or those willing to locate and expand in underserved communities [REDACTED] Priority will be given to organizations that will provide the necessary resources and subject matter expertise to allow applicants to successfully complete MWBE and SDVOB applications. Organizations such as the Ascend Initiative, which administers programs in both New York City with their partnership with BOCnet and on Long Island at Hofstra University, will help businesses compile and prepare the necessary documents for proof of citizenship and gender, proof of capital contributions, proof of business activity, business documents, personal and business taxes, professional background, along with other business organization documents. This funding stream is designed to be unique from the Technical Assistance grants.

### Revolving Loan Fund

COSW plans to allocate funding to Community Development Financial Institutions (CDFIs) Revolving loan fund to provide working capital loans to small businesses, MWBEs, and SDVOBs to support their expansion into the offshore wind industry. With over 80 CDFIs in New York State<sup>15</sup> there is a robust network of organizations that can administer funding to small businesses to help cover the cost of new equipment or working capital that will support their growth. CDFI's in New York have a long history of providing capital to MWBEs, SDVOBs, and underserved communities who are unable to access loans from traditional banks and lending institutions. Furthermore, CDFIs distinguish themselves from traditional lending institutions by providing additional technical assistance to their clients to ensure their long-term success. COSW is looking to partner with Pursuit Lending as a state-wide partner leveraging their existing programs and success in lending to business across New York.

#### 11.4.5.2 Specific MOUs/Programs

[REDACTED]

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<sup>15</sup> <https://www.nyscdfi.org/nyscdfis>

[REDACTED]

## 11.5 Just Transition

The key to unlocking the promise of an equitable offshore wind industry and green energy economy is ensuring a just transition for workers and communities. According to The Climate Act, “shaping the ongoing transition in our energy sector to ensure that it creates good jobs and protects workers and communities that may lose employment in the current transition must be key concerns of our climate policy.”<sup>16</sup> Additionally, the Climate Act recognizes that “setting clear standards for job quality and training standards encourages not only high-quality work but positive economic impacts.”<sup>17</sup>

We aim to lead a ‘Just Transition’ to an equitable clean energy economy by embedding the principles of a just transition into our strategy for delivering equitable economic opportunities (as detailed in Section 8.4.3 and Section 10) and targeted workforce training programs that enable re-/up-skilling of workers and supply chain partners. As Climate Jobs NY highlighted in its Climate Action Council draft scoping plan comments, “building a clean energy economy will entail a wholesale restructuring of some industry sectors and make others virtually obsolete. This will result in significant impacts on workers and local communities, including members of our coalition.” We will prioritize these communities in targeted training and development opportunities to equip them with the necessary skills and knowledge to succeed during this transition phase.

We will also contribute to the collective understanding of key constraints and opportunities presented by the development of the offshore wind industry by funding an American labor supply and demand study. This study and its underlying data will not only help inform the implementation of our jobs and workforce plan but can support the entire industry’s workforce training programs.

COSW is committed to the principals of a just transition and has prioritized its project development activities and investments to reflect those values and leverage the collective experience of its parent companies to deliver on these promises.

### 11.5.1 Principles of a Just Transition

A just transition is not only about addressing displaced fossil fuel workers but reimagining the communities that have hosted fossil-fired generation for decades and borne the consequences. COSW will secure high-road labor agreements in PLAs, LPAs, and workforce development plans, and lead by example in addressing the intersecting crises of climate change and racial and socioeconomic

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<sup>16</sup> “The Climate Act,” Section 1(8).

<sup>17</sup> Ibid

inequities. We will consult with local unions that currently work in fossil generation when considering timelines, workforce funding and scholarship opportunities, and develop creative solutions with labor unions, frontline communities, and workforce development organizations. There are several examples of support and frameworks that have been highlighted during conversations with labor union leaders and in a report by a group of EJ organizations called “Principles for a Just Transition in Offshore Wind Energy,”<sup>18</sup> that we have and will continue to prioritize in our activities and investment programs, as detailed:

- Recognizing and repairing harm from the legacy of fossil fuel generation: We have dedicated ‘Community Benefits Agreements’, including ‘green initiatives’ targeted towards host and/or disadvantaged communities to mitigate and reverse the effects of climate change (detailed in Section 8.4.4.3.1).
- Negotiating community workforce agreements: Through our PLAs and other labor agreements, we will ensure our host communities benefit directly from the economic opportunities created by the Project (detailed in 11.2 and 11.3).
- Support the Office of Just Energy Transition in NYS DOL and secure consistent workforce development funding to support workers who transition from fossil to renewable sectors: Our workforce training and wraparound funding prioritizes re-/up-skilling of workers from adjacent industries, e.g., utilizing skills from offshore oil and gas construction, and addressing needs for formerly justice involved individuals (detailed in Sections 11.4.2 and 11.4.4).
- [REDACTED]
- Target investment in pre-apprenticeship and other training programs that provide “soft skill” training to local community members: We are in dialogues with unions to collaboratively define pre-/apprenticeship training programs and will continue prioritizing training in critical skills (as elaborated in Sections 11.4.2 and 11.4.3).
- Promote climate adaptation, mitigation, remediation, and resilience projects in adversely impacted communities: We have developed an initial list of community benefit programs and will continue to detail them with affected communities (see energy efficiency programs detailed in Section 8.4.4.3.2).
- Ensure local businesses are incentivized and supported to transition into the offshore wind supply chain and provide information on timelines, challenges, and opportunities: We have developed a framework of programs to empower tier 2-4 supply chain (as detailed in Section 11.4.5).
- Reduce greenhouse gas emissions and harmful co-pollutants that pose a risk to the health of local communities: By providing clean energy to the State of New York, we are both displacing fossil fuel generation and also reducing embodied carbon (see Section 4 for quantification of our impact). Particular attention to the claims by Indigenous, Black, and immigrant communities and local fishing communities whose livelihoods depend on the viability of local marine ecosystems: We have developed a Fisheries Mitigation Plan to ensure a net positive impact on all fisheries communities (see Section 8.1 for more details).

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<sup>18</sup> Climate Justice Alliance, UPROSE, Rogue Climate, Taproot Earth (2022): Principles for A Just Transition in Offshore Wind Energy

### 11.5.2 Meeting the Demand of the East Coast Offshore Wind Industry with American Union Labor Concept Report

On July 1, 2024, a draft of the Clean Energy Standard (CES) Biennial Review from NYSERDA identified the constraint of skilled workers to meet the goals of the Climate Act. In this review, an NREL report stated by 2030 the demand for offshore wind workers could reach 258,000 while the supply would only be 134,000.<sup>19</sup> In addition, NYSERDA's review identified the increasing gap between demand and availability of electricians required to meet current needs of large-scale infrastructure projects, including wind and solar projects.

As part of our commit to Just Transition principals, COSW is investigating opportunities to support the wind industry's ability to utilize local union labor in the construction, manufacturing, maritime, and operations and maintenance phases of project development. In its CES Biennial Review, NYSERDA identified that the most jarring manpower gaps in the offshore wind sector include "construction and manufacturing industries, including plant and system operators, hoist and winch operators, continuous mining machine operators, and wind turbine service technicians."<sup>20</sup> Given that multiple offshore wind projects along the east coast are operating under similar construction timelines, and that many projects will have union and other local priority population hiring goals, these dynamics will ultimately lead to high demand for an increasingly narrower pool of workers.

COSW will commission a study to analyze the job numbers, descriptions, and wholistic certification requirements of forecasted east coast offshore wind projects in conjunction with the current and forecasted availability of American union workers. This study will demonstrate how American labor unions can work with the offshore wind industry to meet growing demand and continue to evolve their labor management training programming to keep pace future needs. We are actively reviewing the costs associated with this report and anticipate partnering with third-party research and academic institutions like Cornell's Institute of Labor Relations. We tentatively plan to launch the report next year.

### 11.6 Job targets and benchmarking

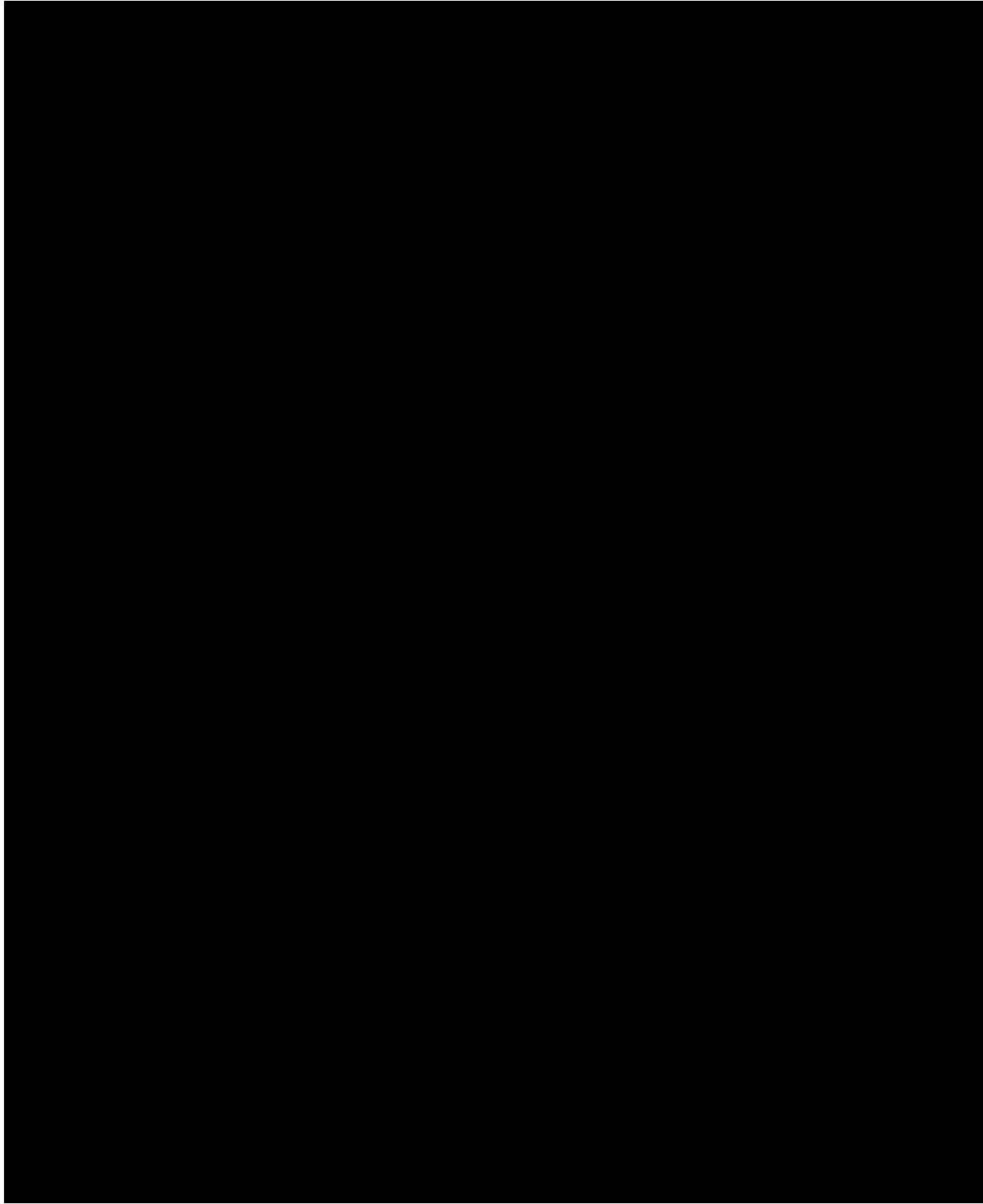
We are a community-focused, New York-based company, and we are proud to present our New York Jobs and Workforce Plan that prioritizes hiring from local communities to deliver a positive impact from our Project activities while also delivering equitable opportunities to all individuals. Our Project will create a range of manufacturing and construction jobs with skills that can be leveraged from comparable advanced manufacturing and heavy industry jobs, as well as more highly skilled and technical jobs that are more specific to Offshore Wind, e.g., wind turbine service technicians. See overview on number of incremental direct and contracted jobs created by COSW in Table 11-2 below, with a detailed list of job types and role descriptions in Table 11-3.

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<sup>19</sup> NREL, Study Unlocks Opportunities to Bridge the US Wind Energy Workforce Gap (April 18, 2024) <https://www.nrel.gov/news/program/2024/study-unlocks-opportunities-to-bridge-the-us-wind-energyworkforce-gap.html>.

<sup>20</sup> NYSERDA, New York State Offshore Wind Workforce Skills Analysis, 2022 (Report Number 23-12; March 2023), available at: <https://www.nyserda.ny.gov/-/media/Project/Nyserda/Files/Programs/Offshore-Wind/23-12-2022-New-York-Offshore-Wind-Workforce-Skills-Analysis-acc.pdf>.

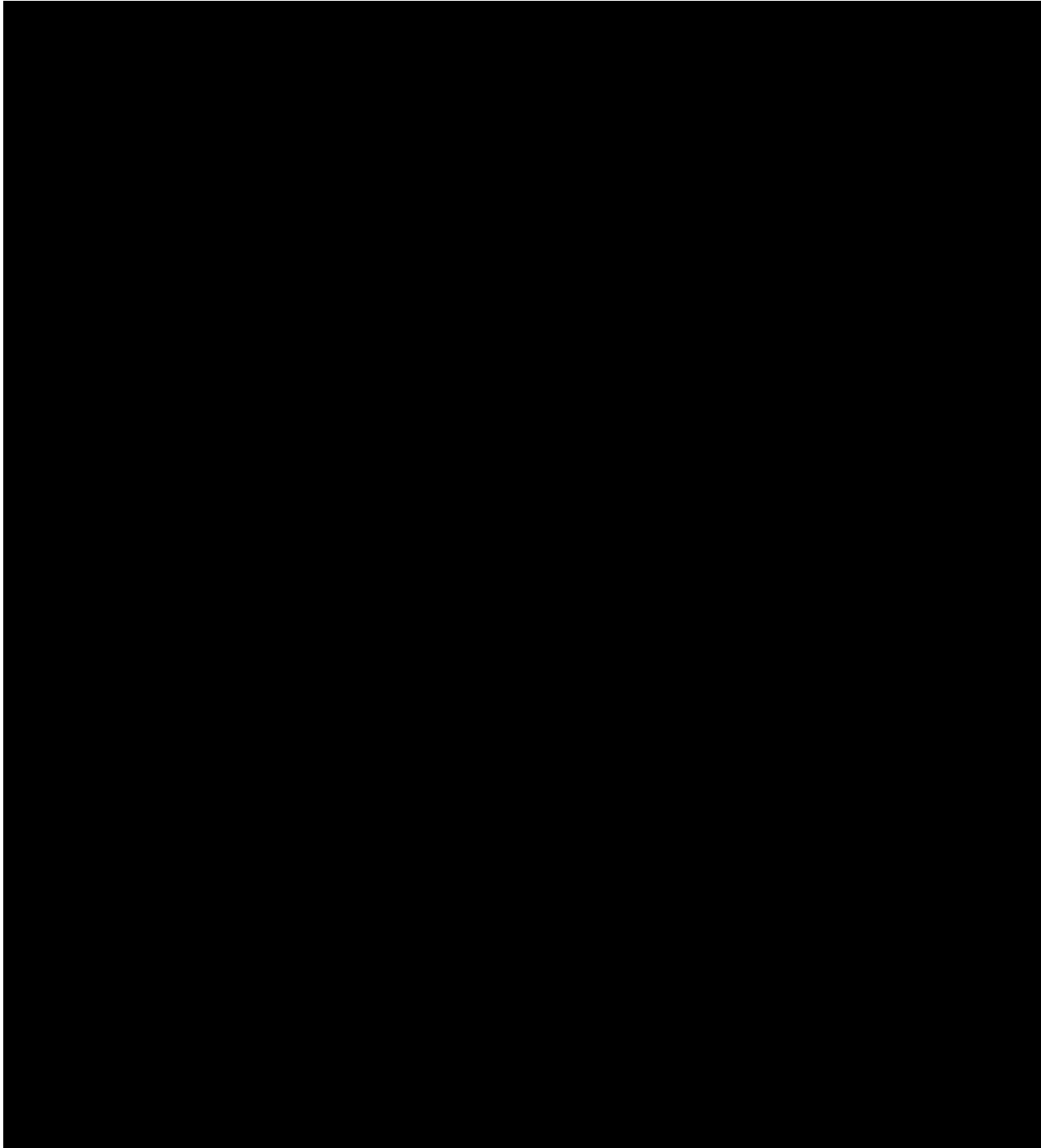


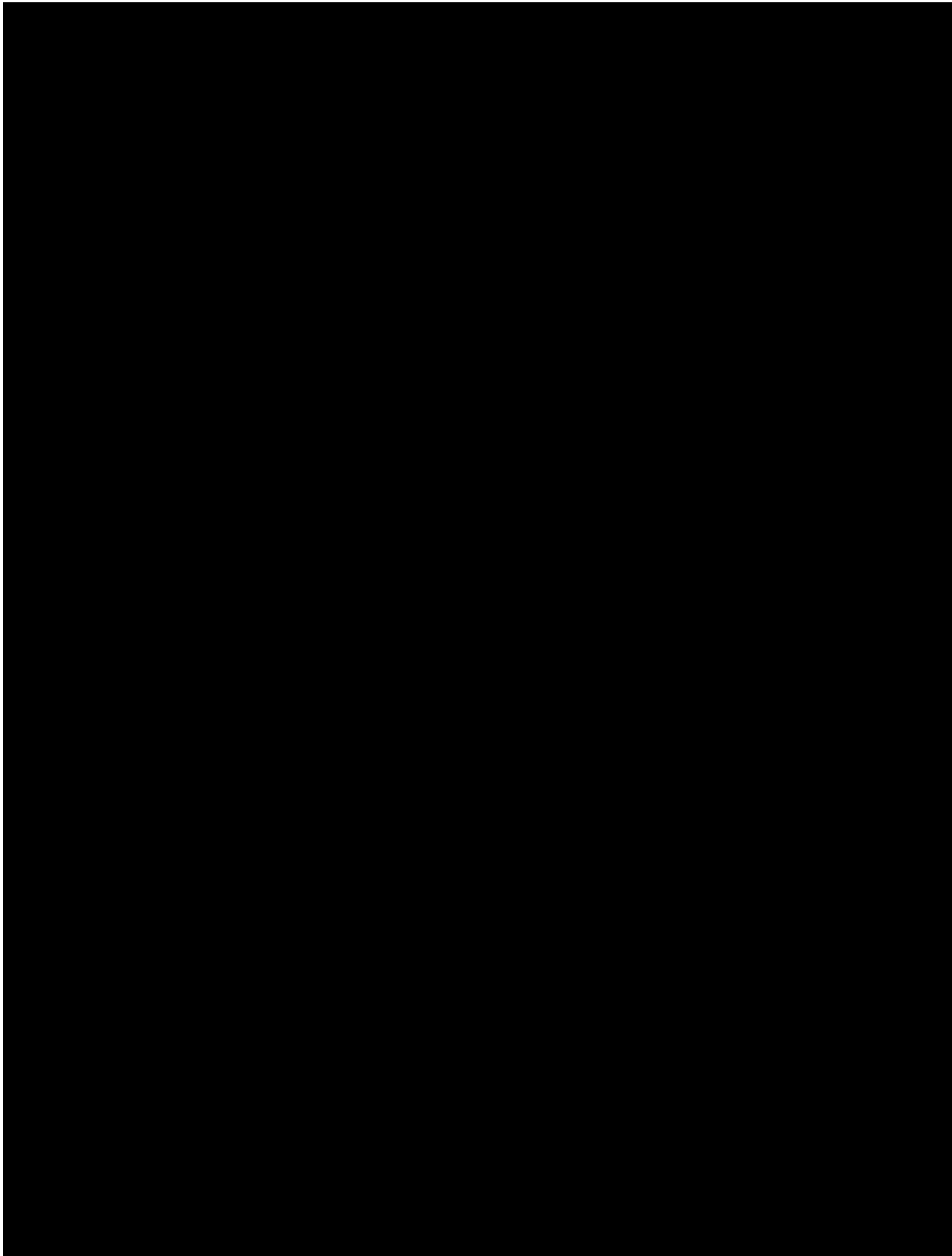


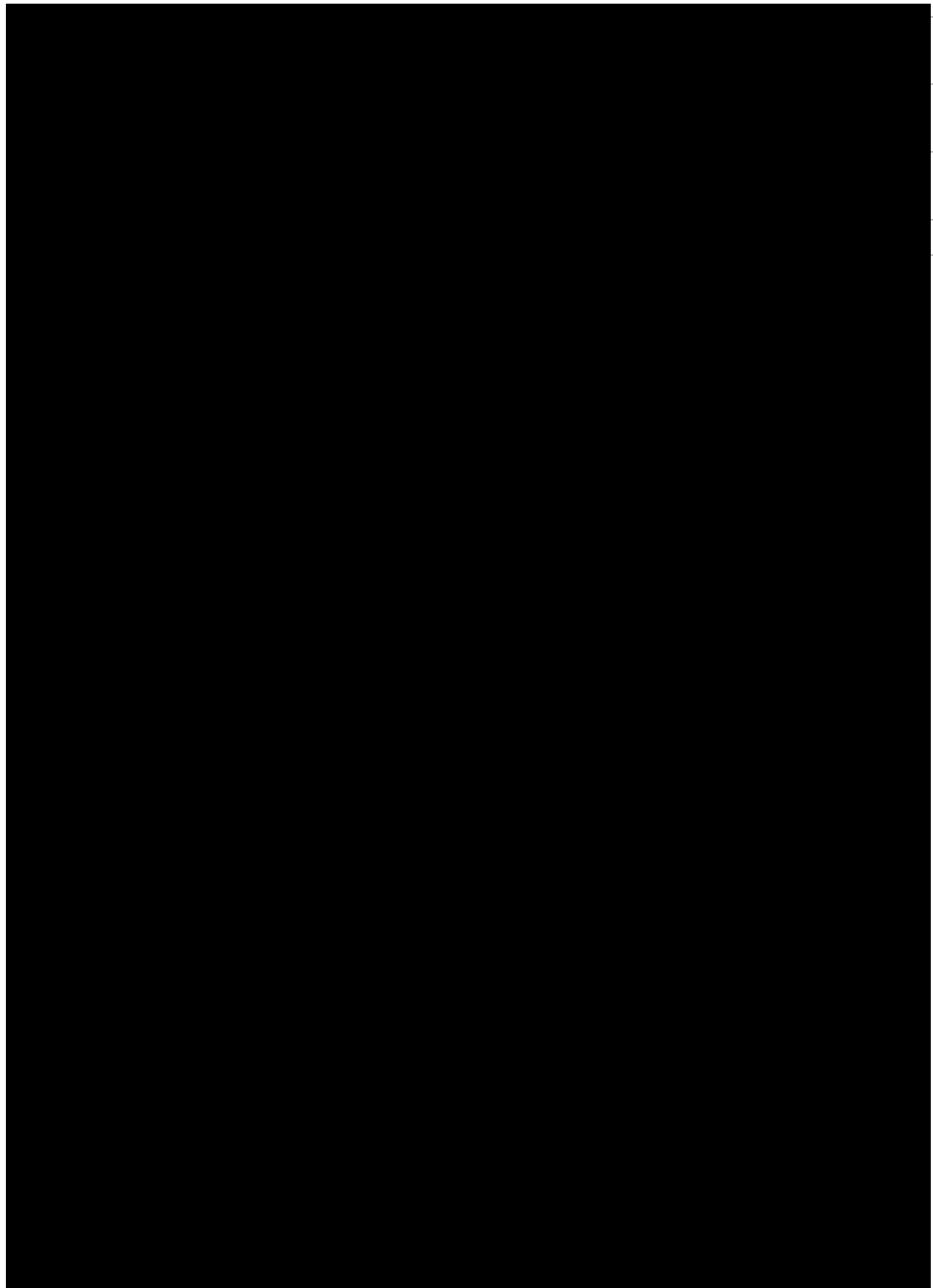
We anticipate that there will be members of the initial construction workforce associated with assembling and deploying our Project that are retained and shifted to the Operation and Maintenance (O&M) phase. We also see significant opportunities to utilize the workforce presently engaged in operations and maintenance in the fossil-fuel industry in the construction and operation of this Project.

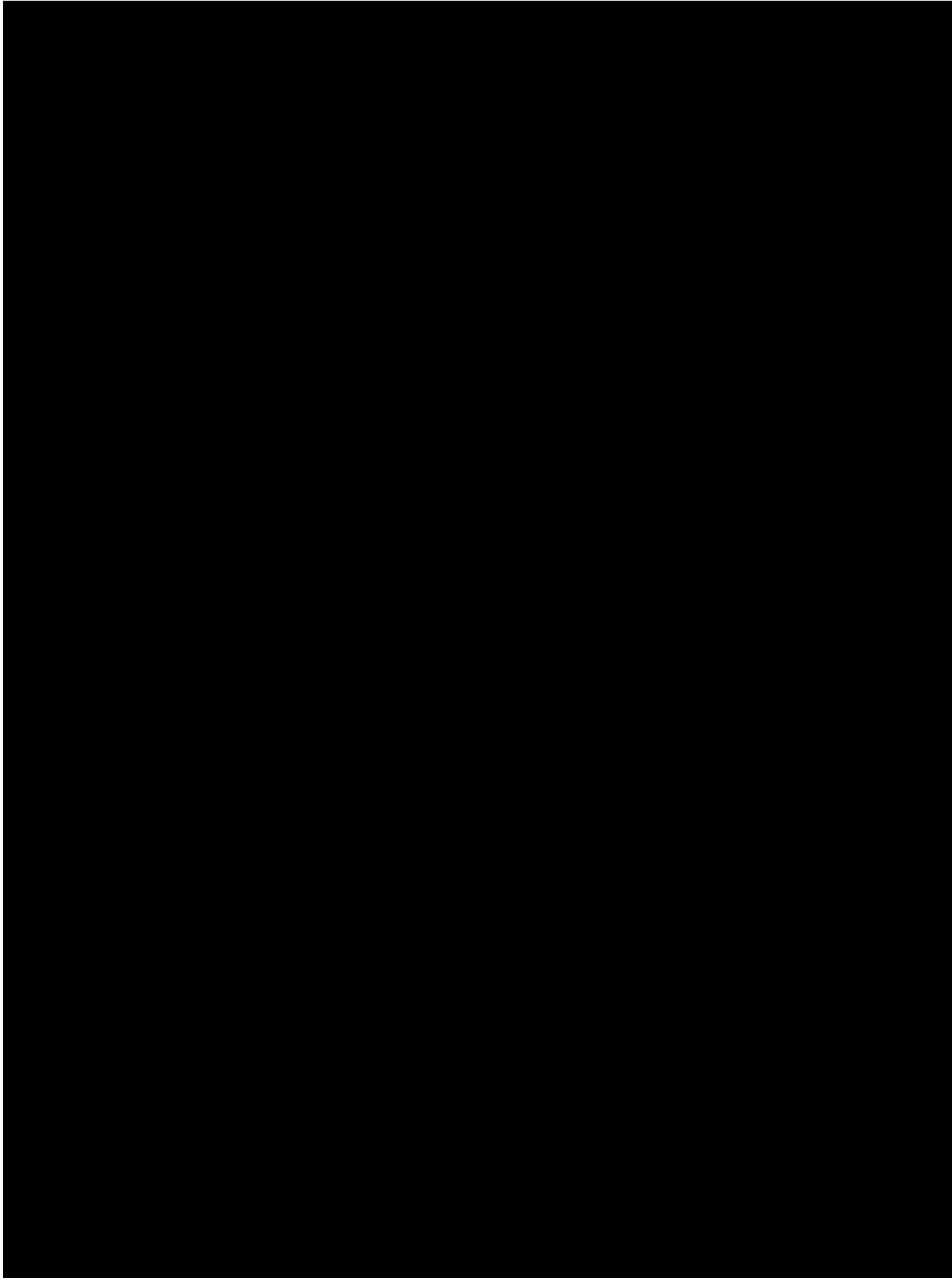
Through negotiated labor contracts, we hope to create direct pathways for workers in those existing roles to participate in the offshore wind industry.

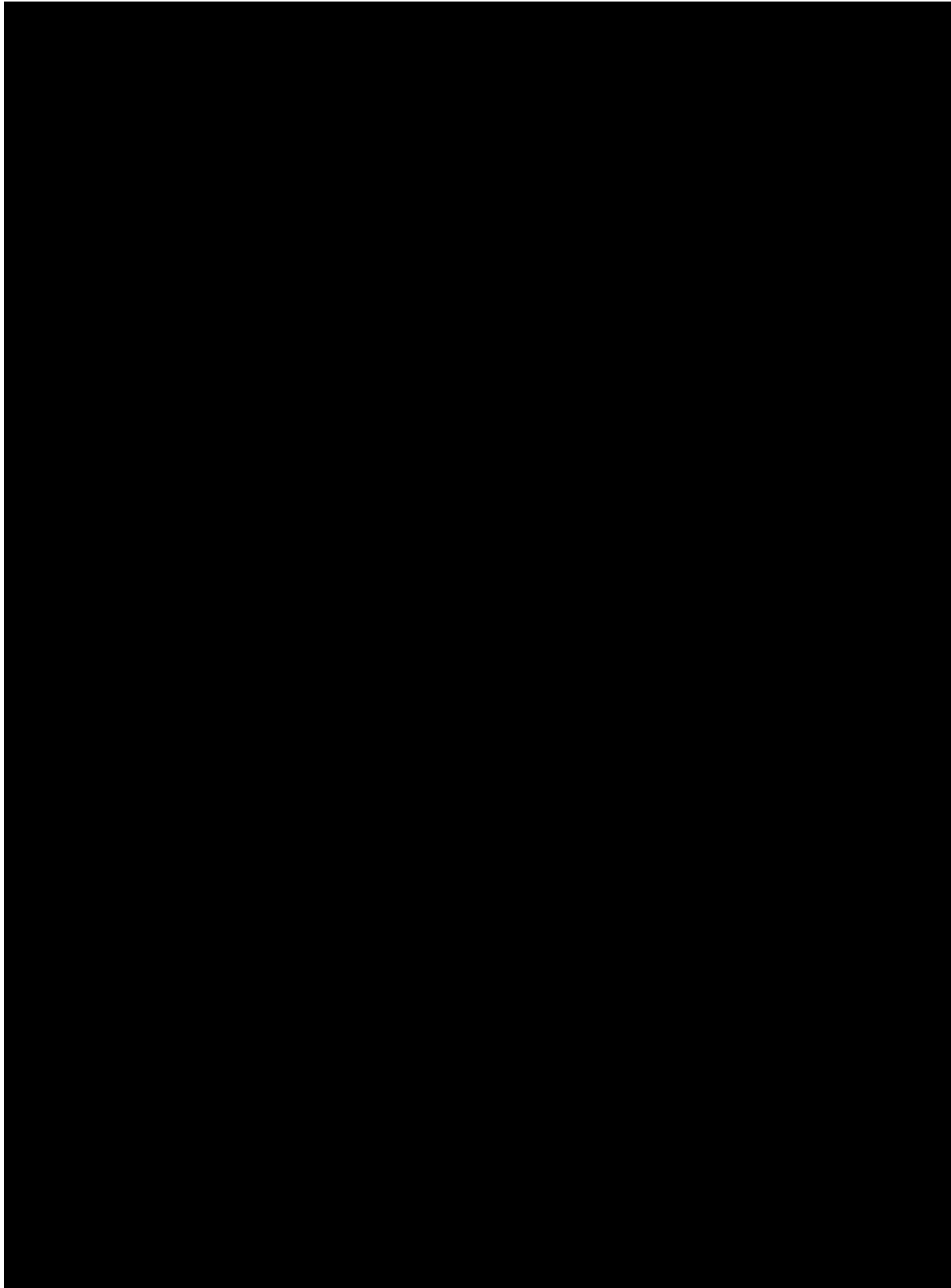
COSW will collaborate closely with all relevant stakeholders to deliver on our New York Jobs and Workforce Plan, including organized labor, NYSERDA, community organizations, education partners, and workforce training institutes to ensure creation of safe and family-sustaining jobs as well as an enabled workforce that is prepared to deliver on our ambitious target.

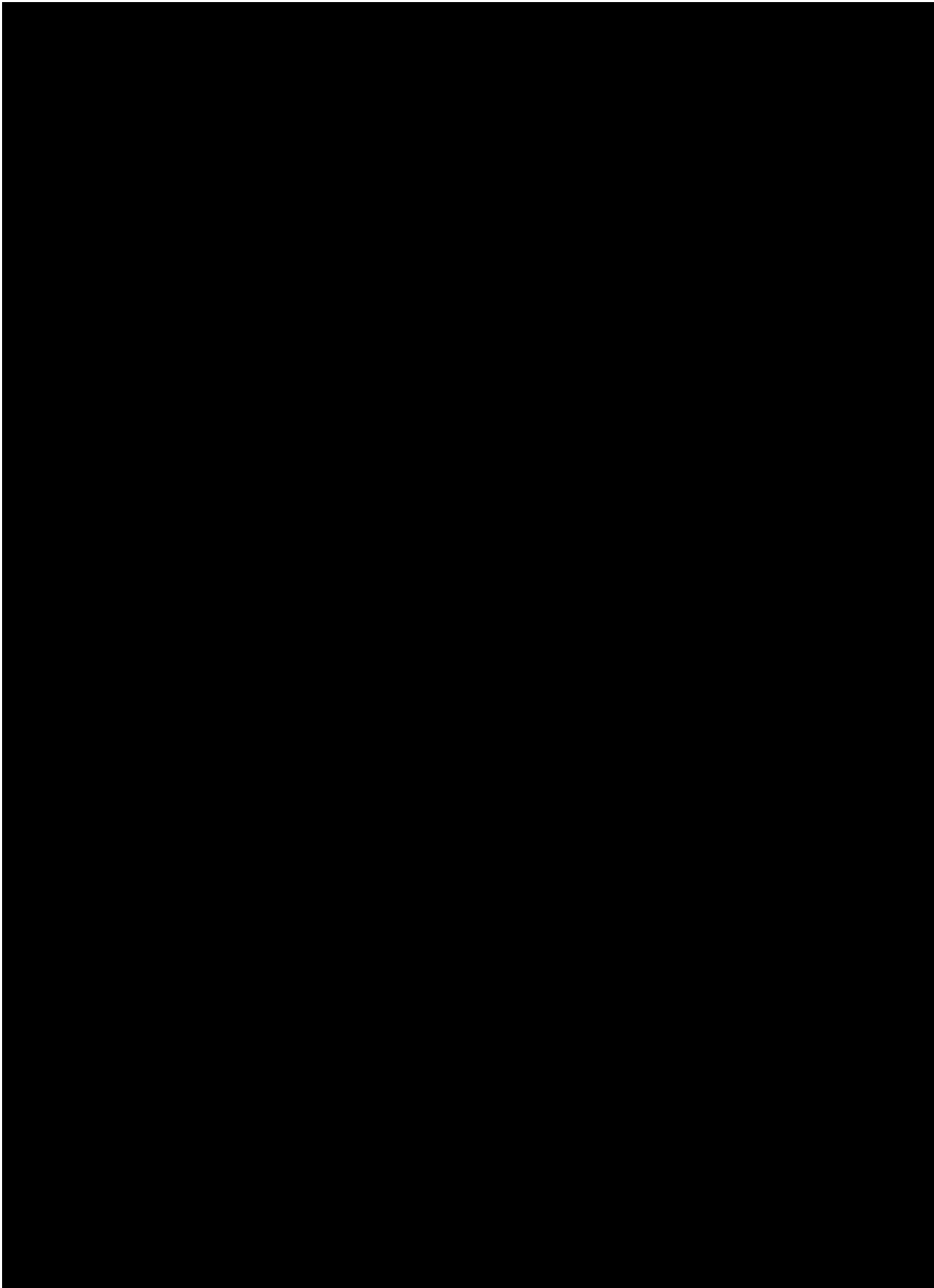


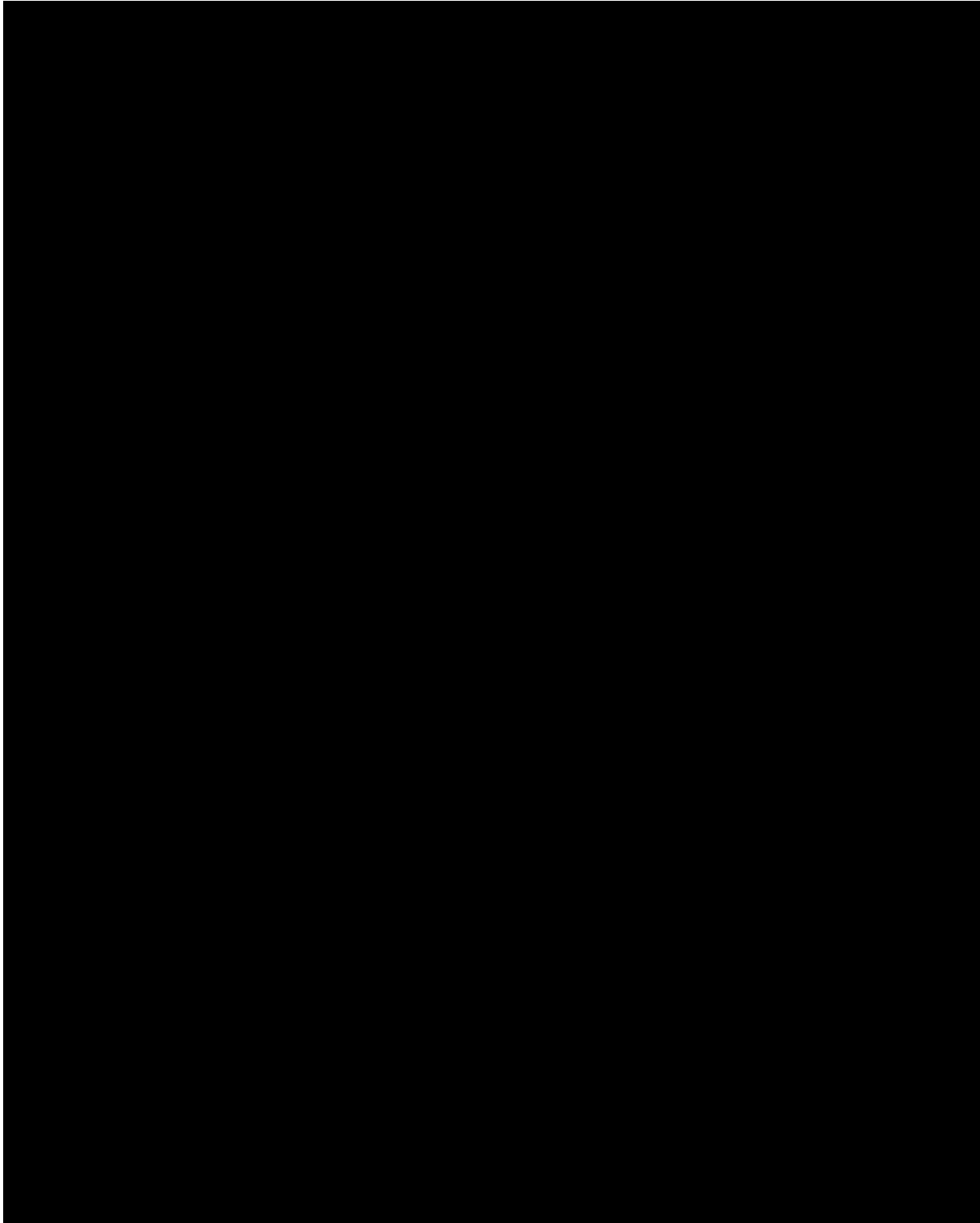














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# Attachment 11-1

Labor Liaison Resume

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## 11-1 Labor Liaison Resume

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# Attachment 11-2



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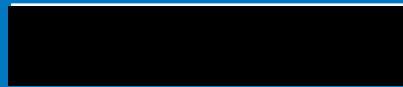


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11-4



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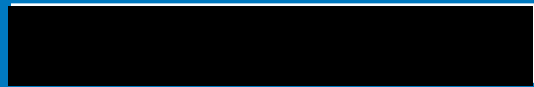


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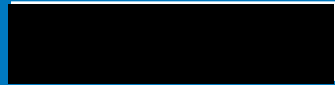
11-9



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11-10



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