



MARYLAND COMMISSION  
ON CLIMATE CHANGE

Serena McIlwain, Chair

# **The Just Transition Employment and Retraining Working Group: Updates and Survey Summary**

Presentation by Cindy Osorto, Policy Analyst, Climate Change Program  
Maryland Department of the Environment  
June 27, 2024

# Outline

- Member Updates
- MCCC Updates
- Overview of Survey Results
- Fun Item/Discussion
- Public Comment



# New Member Update

“As Executive Director of GEMM COMM, Khalid Malik drives our mission to deliver clean, affordable, and reliable energy solutions to unserved markets and underserved communities. With 14+ years of project management experience in energy-use assessments and efficiency projects, he has successfully reduced energy loads for various commercial and residential property types.


Khalid's passion for community capacity building emerged during his role as a community navigator, where he was on the front lines of catastrophic natural disasters that displaced residents and disrupted local business operations. Khalid brings his expertise to GEMM COMM to facilitate retrofits of low- and moderate-income communities and transform small-to-medium sized businesses into resilient commercial operations with current focus in the Washington DC, Maryland, Virginia Metropolitan region.”



Khalid Malik  
LEED Accredited Professional

# Recent and Upcoming MCCC Meetings

- New YouTube playlist for JTWG found under the [MCCC YouTube page](#)
- Mitigation Working Group discussed potential \$1B/yr+ funding bills and potential priorities
- Energy Resilience Working Group and Energy Industry Revitalization Working Group held meeting at Johns Hopkins University to discuss grid modernization and study scoping questions
- **JTWG Goal: Vote on recommendations received in August 30th meeting** and submit to MCCC Steering Committee by early September



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| Energy Industry Revitalization Working Group             | Updated yesterday  | View full playlist |
| Energy Resilience and Efficiency Working Group           | Updated yesterday  | View full playlist |
| Solar Photovoltaic Systems Recovery, Rese, and Recycling | Updated yesterday  | View full playlist |
| Just Transition Working Group Meeting MAY 23, 2024       | Updated yesterday  | View full playlist |
| Mitigation Working Group                                 | Updated 5 days ago | View full playlist |
| Adaptation and Resiliency Working Group                  | Updated 5 days ago | View full playlist |



## Maryland panel pondering the multibillion-dollar climate question

BY: JOSH KURTZ - June 20, 2024

An obscure but influential commission has begun to tackle a multibillion-dollar problem for the state of Maryland: How to pay for government's ambitious climate goals.

Maryland Commission on Climate Change  
Quarterly Meetings  
*Dates and times are subject to changes. All meetings are open to Marylanders.*

### 2024 Commission Meetings

April 23, 2024, 10 am - 12 noon  
July 23, 2024, 10 am -12 noon  
September 25, 2024, 1-3 pm  
November 14, 2024, 10 am -12 noon

Meetings are video recorded and can be found on the [Commission's YouTube channel](#).

# Collaborative Summary Results from Survey

Purpose: The purpose of this survey was to gather information from JTWG members and participants, to better understand the common priorities for this working group, and facilitate collaboration to help one another accomplish those goals while empowering the Maryland workforce.

## Questions related to:

- Opportunities and Best Practices
- Challenges
- Shovel-Ready Examples and Incentive Opportunities
- Topics for Further Discussion

# Survey Responses: Opportunities and Best Practices

- **Comprehensive training program** structures can include **certifications, hands-on learning, retraining, wraparound services, soft skill development** for training programs, mentorships, and apprenticeships.
- Provide **wraparound services to training program participants** (case management, legal support, financial stipends, meals, transportation support, and essential tools) to support the long-term success of program graduates.
- **Hire and train from overburdened and underserved communities**, including previously incarcerated individuals, people with disabilities, and immigrants.
- **Benchmarking buildings** below and above 35k sf<sup>2</sup> is a great opportunity for **STEM and undergraduate students** to get introduced to building sciences.
- **Braid funding** from multiple streams (federal, state, local grants, utility programs) to support comprehensive energy programs and workforce development.

# Survey Responses: Employment and Training Challenges

- In training programs, challenges include **identifying certifications** for the industry, lack of **transportation or technology access** for trainees, and **transferable training**.
- Incremental cost of programs to **attract and retain** quality and diverse talent.
- Utilize **public private partnerships** and support **union labor and contractors** in partnerships, along with **building trade unions**.
- For the clean energy industry, can ensure **fair wages** and **affordable** products, equitable access to jobs, and **representation of BIPOC and women**.
- For fossil fuel workers, **uncertainty about future well-paying green jobs with benefits** and support for those that lose their jobs.
- Overburdened and underserved communities should be **included**.
- Barriers to employment for justice system impacted individuals and communities facing systemic inequity: **legal, education, hiring, transportation, financial**.

# Survey Responses: Potential Projects

- Expansion of **stove electrification pilots** that serve low to moderate income customers, like from Civic Works; or other decarbonization programs like Green and Healthy Homes.
- Increased funding to Community college trade programs.
- Encouraging **whole home approach** for projects, including foundational health and safety along with electrification and energy efficiency measures.
- Incentivize building contractors to **hire and train** from historically **disadvantaged communities**.
- Fund **community college programs** and existing apprenticeships.
- Fund **special training**, like multilingual training, electrification auditor training, technical degrees for high school students and contractor worker training.
- Subsidize small businesses and trainees for expenses and **wraparound service support**.
- Provide **equitable resources to EJ communities and the prison system**.



# Guiding Principles of a Just Transition

- Quality clean job creation
- Occupational training and education
- Promoting investment in clean jobs and impacted communities
- Identifying and eliminating structural barriers to employment
- Hiring and retaining underrepresented workers
- Collaborating with stakeholders, especially emphasizing workers



# Feedback on Just Transition Principles

- Overall positive and supportive feedback
- Emphasize **union** laborers and contractors for retrofitting
- **Training programs** for bringing to the next job
- Attract **private investment** (potentially through government incentives)
- Incorporation of selection **criteria/standards** in procurement opportunities for minority and women enterprise contractors
- **Mindful of obstacles** (childcare, people with disabilities, transportation)
- Capacity building funds targeting **underrepresented** workers

# Discussion

# Fun Ideas for future in-person meeting or event?

- Decarbonization-focused Field Trip (separate from WG meeting)?
- Themed?
- Funny hats?
- Costume for a hybrid October meeting?

