



MARYLAND COMMISSION
ON CLIMATE CHANGE

Serena McIlwain, Chair

The Just Transition Employment and Retraining Working Group: Updates and Draft Recommendation Discussion

Presentation by Cindy Osorto
Chair of the JTWG and Policy Analyst, MDE
July 26, 2024

Outline

- Introduction and Updates
- Presentations
 - Networked Geothermal Pilot Program Presentation, BGE
 - Working Group Study Introduction Presentation, NREL
- Discussion on Draft Recommendations
- Public Comment

Introduction and Updates

- On July 22, **Maryland awarded \$130M** from EPA's [Climate Pollution Reduction Grants](#) (CPRG), Phase 2 - Implementation Grants. EPA selected 25 applications out of nearly 300 to be collectively awarded \$4.3 billion.
 - The [Clean Corridor Coalition](#) (C3) and Atlantic Conservation Coalition
 - C3 has provisions to support workforce training, development and job creation needed to meet vehicle electrification goals and build off existing Maryland workforce programs .
 - Overall the projects will support new transportation and natural working lands infrastructure and maintenance projects to support Maryland's climate goals
- [MDOL Maryland Works for Wind Grant](#) Solicitation – Opening Next Week

“But strategy, accountability, and partnership are imperative.” -
Governor Moore, State of the State

Guest Presentations Up Next!



bgeSM

AN EXELON COMPANY



NREL

NATIONAL RENEWABLE ENERGY LABORATORY

2024 Recommendations Projected Timeline

Pre-Today

Survey and Draft Recommendations Solicited on 7/11

- Guest Presentations (Offshore Wind and sustainable buildings and workforce)
- Survey collected and discussed
- No recommendation language received so staff provides proposed draft recommendations

Today

Draft Recommendations

Shaped by survey feedback.

Members are invited to submit any edit suggestions on these THREE recommendations in Word format by August 6th.

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August 30th

Clean Transportation Presentation & Voting on Recommendations

Guest Speaker TBD

MDE will present recommendations and the JTWG will vote.

Approved recommendations will be sent to the MCCC Steering Committee.

Going Forward

Study

After submitting the recommendations to the MCCC, the focus of this working group can shift to its second deliverable, the study.

Draft Recommendation #1: Background

- In the Climate Solutions Now Act (CSNA) language, the JTWG is charged with:
 - Advise the commission on issues and opportunities for workforce development and training related to **energy efficient measures, renewable energy, and other clean energy technologies**, with a specific focus on training and workforce opportunities for:
 - **Segments of the population that may be underrepresented in the clean energy workforce**, such as veterans, women, formerly incarcerated individuals, and dislocated workers affected by the downsizing of fossil fuel industries.
- MDE Staff gathered survey feedback on proposed Guiding Principles and received positive feedback to move forward with these Principles.
- To further promote Just Transition Principles in Maryland, these Principles should be emphasized throughout the environmental and energy policy landscapes that shape meaningful climate action.

Draft Recommendation #1

The MCCC should support **Just Transition Principles** in its ongoing work of supporting climate change action:

- 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



<https://ibewlocal24.org/>

Draft Recommendation #2: Background

- The WARMTH Act ([HB 397](#) of 2024) requires workers to be paid no less than prevailing wage, along with other project construction agreements
 - The Act also promotes career-training opportunities for veterans, women, minorities, and formerly incarcerated individuals.
- As Maryland transitions to a clean energy economy, **existing and newly hired workers are essential to implement the state's climate goals** to decarbonize buildings, transportation, and other emerging sectors.
- As of July 12th, the PSC The Commission released Order No. 91221 on Initiating a New Docket on Pilot Thermal Energy Network Systems. Case [No. 9749](#)

Draft Recommendation #2: Background continued on Workforce Provisions

- Craft workers to be paid no less than prevailing wage
 - Prevailing wage to be determined by Commissioner of Labor and Industry
 - Under Title 17, Subtitle 2 of State Finance and Procurement Article
- Project construction subject to agreement that:
 - Establishes terms and conditions of employment
 - Guarantees against strikes, lock-outs, etc.
 - All workers conform to State and Federal law
 - Creates mutually-binding procedures for resolving labor disputes
 - Creates other labor-management mechanisms (productivity, quality of work, safety and health)
 - Binds all contractors to the agreement
- Minimum 80% of contractors must take a 10-hour occupational safety and health administration course
- Promotes career-training opportunities in manufacturing, maintenance, and construction industries for local residents, veterans, women, minorities, and formerly incarcerated individuals
- Includes provisions for locally hiring and hiring of historically disadvantaged groups
- Promotes use of local skilled labor
 - Methods to hire local skilled labor should be affiliated with registered apprenticeship programs under Title 11, Section 4 of Labor and Employment Article



<https://www.mdcleanenergy.org/>

Draft Recommendation #2

- To successfully support just transition principles in Maryland's new clean energy economy, new infrastructure projects should consider following best practices regarding labor, including but limited to prevailing wages. This can primarily be done through **project labor agreements** similar to the provisions under HB 297 of 2024, which **supports Title 17, Subtitle 2 of the Maryland Finance and Procurement Article**. This would provide job security and support for new and existing decarbonization construction projects of varying sizes.

Draft Recommendation #3: Background

- Partnerships between public and private entities are useful to encourage enrollment and retention in clean energy pre-apprenticeship and apprenticeship programs.
- For example, Civic Works is a nonprofit organization that has two [Electrification Pilots](#) that could be expanded throughout the state
 - Pilot Program Goals: Reducing greenhouse gas emissions, Improving indoor air quality, especially for vulnerable populations, Increase energy efficiency, Enhancing public awareness and education of electrification/decarbonization, Deepen internal understanding of residential electrification retrofits
 - Currently, Baltimore City and Howard County only and could be expanded.

To ensure Governor Moore's theme to '**Leave No One Behind**', there is **opportunity for partnership creation and outreach** between state agencies, private sector contractors, and apprenticeship providers to encourage hiring and retention of clean energy workers, especially those who are underrepresented.

Draft Recommendation #3

- The JTWG proposes an **outreach campaign in 2025** to encourage applications and participation in clean energy apprenticeships, including electrical audits, LEED certifications, and other relevant training programs. This could include **expanded Electrification Pilots across Maryland jurisdictions**.
- The campaign would partner with pre-apprenticeship, apprenticeship, and other programs that specialize in clean energy workforce development to **conduct outreach to segments of the population** who may be underrepresented in the clean energy workforce for enrollment into these programs.

