

# Maryland Works for Wind

*Presentation to the Just Transition Working Group of the  
Maryland Commission on Climate Change*

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**Division of Workforce Development and Adult Learning**

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# Presentation Overview

Offshore wind is a clean and renewable energy source that will create well-paying jobs and bolster economic growth.

- 1. Maryland Department of Labor**
  - a. Mission and Vision
- 2. Offshore Wind in Maryland**
  - a. Timeline, goals, recent legislation
- 3. Good Jobs Challenge background**
  - a. Federal funds
- 4. Maryland Works for Wind**
  - a. Overview
  - b. Workforce development program examples
  - c. Current program status
  - d. Best practices and challenges



# Maryland Department of Labor

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- Mission: To connect Marylanders to good jobs; protect workers, consumers, and the public; support Maryland businesses; and foster economic growth and competitiveness.
- Vision: We envision an equitable and inclusive Maryland where all residents have the opportunities and resources to earn fair pay, attain financial stability, reach their career potential, and contribute to their communities; where businesses have access to capital and the skilled workforce they need to succeed; where residents are safe where they live, work, and play; and where the economy is resilient and growing.

# Building the Offshore Wind Maryland Workforce

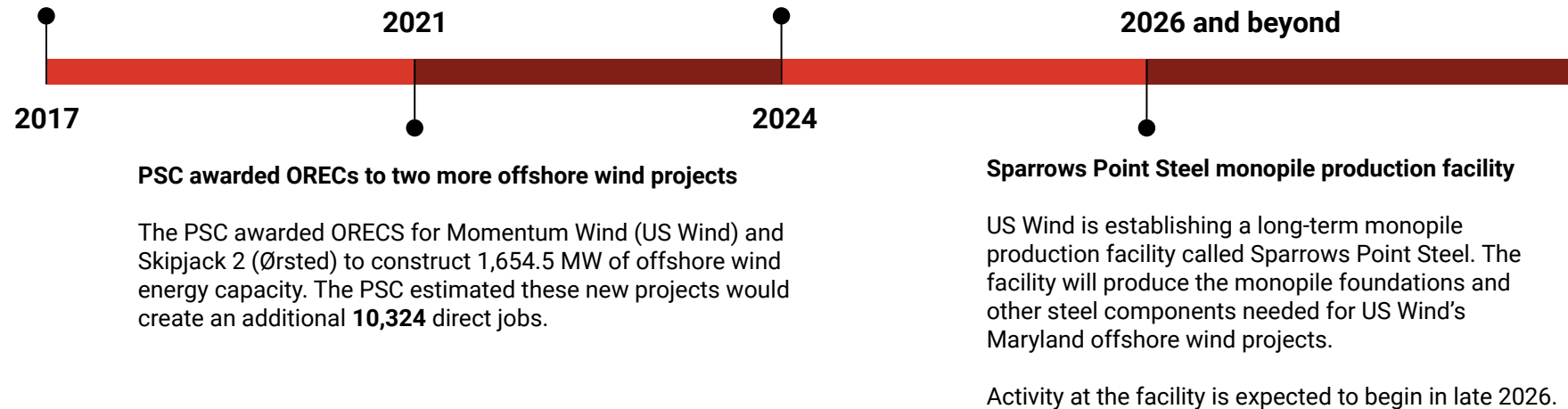
## PSC awarded ORECS to two offshore wind projects

The Maryland Public Service Commission (PSC) awarded Offshore Wind Renewable Energy Certificates (ORECs) for MarWin I (US Wind) and Skipjack 1 (Ørsted) to construct 368 MW of energy capacity.

## Ørsted announces withdraw, HB1296 passed

Ørsted announced that it was withdrawing from agreements with Maryland to develop two offshore wind projects.

Governor Moore signs HB1296 into law. The bill allows any Round 1 offshore wind project to seek PSC approval to amend its previously approved Round 1 project order to increase maximum amount of ORECS and modify its project schedule.



## PSC awarded ORECs to two more offshore wind projects

The PSC awarded ORECS for Momentum Wind (US Wind) and Skipjack 2 (Ørsted) to construct 1,654.5 MW of offshore wind energy capacity. The PSC estimated these new projects would create an additional **10,324** direct jobs.

## Sparrows Point Steel monopile production facility

US Wind is establishing a long-term monopile production facility called Sparrows Point Steel. The facility will produce the monopile foundations and other steel components needed for US Wind's Maryland offshore wind projects.

Activity at the facility is expected to begin in late 2026.

# Offshore Wind in Maryland

To move Maryland toward achieving its 100% clean energy goal by 2035, Governor Moore in 2023 signed the (Promoting Offshore Wind Energy Resources) POWER Act, setting a new target of achieving 8.5 GW of offshore wind energy by 2031.



# POWER Act

- **New Offshore Wind Goal:** Increased the original goal of 2 gigawatts (GW) to 8.5 GW of offshore wind energy by 2031.
- **Maximizing Federal Investments:** The law aligns Maryland's goal with federal tax incentives available under the Inflation Reduction Act of 2022, in regards to domestic content requirements and labor standards.
- **Transmission:** Requires PSC to commission a study on the transmission needs for offshore wind and then issue a contract with a private company to build and maintain the transmission line. PSC to issue a competitive solicitation by July 1, 2025.

# Maryland Enters Offshore Wind MOU with BOEM



On June 7, 2024, Governor Wes Moore signed a memorandum of understanding with the Bureau of Ocean Energy Management (BOEM) establishing a commitment to continue the joint work on exploring and identifying potential areas for offshore wind leasing.

# Good Jobs Challenge

In 2022, MD Labor responded to the **Good Jobs Challenge** which is being administered by the United States Department of Commerce's Economic Development Administration (EDA).

Goals by 2026:

- **Invest** in high-quality, locally led workforce systems;
- **Expand** career opportunities for more Americans to reach their full potential and secure good-paying jobs; and
- **Produce** a skilled workforce to ensure the United States is prepared to innovate, compete, and succeed in a 21st Century global economy.





# Good Jobs Challenge

## GOOD JOBS CHALLENGE BY THE NUMBERS



AMERICAN  
RESCUE PLAN

**32**  
GRANTS AWARDED

**\$500M**  
AWARDED

**31+1**  
STATES AND  
U.S. TERRITORIES SERVED

**50,000+** PROJECTED JOB PLACEMENTS

### INDUSTRY SUPPORT

**15**  
INDUSTRIES

**824**  
EMPLOYER LETTERS  
OF COMMITMENT

**40**  
UNION/UNION-AFFILIATED  
LETTERS OF SUPPORT

**EDA**  
U.S. ECONOMIC DEVELOPMENT ADMINISTRATION

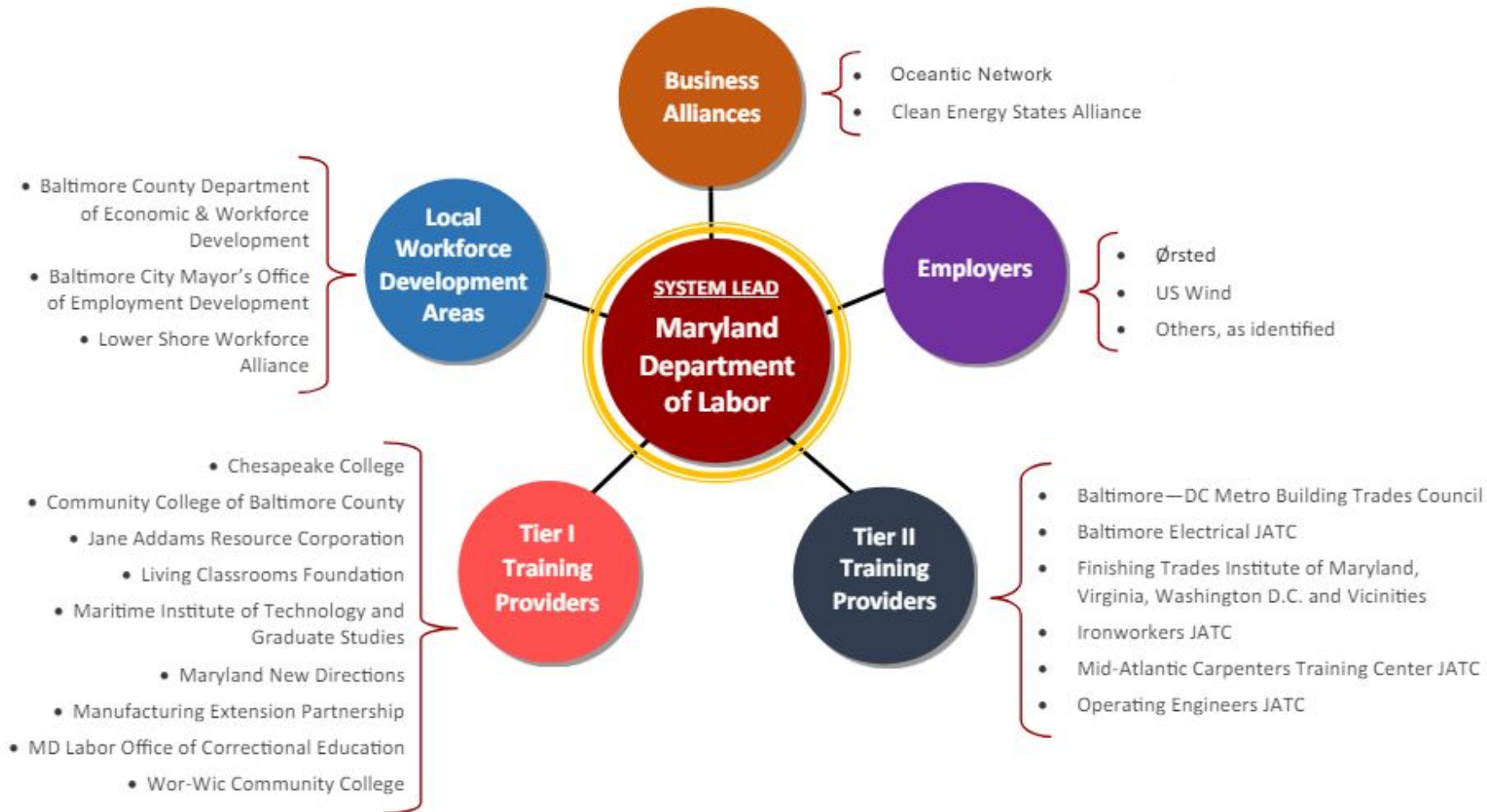
# What is a Good Job?



A Good Job is:

- (A) A job that exceeds the local prevailing wage for an industry in the regions and includes basic benefits (e.g., paid leave, health insurance, retirement/savings plan); and/or
- (A) A union job.

# Maryland Works for Wind



# MWW By The Numbers

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- **\$22.9M** awarded to MD Labor
- **19** subrecipients
- **3,800** projected job placements
- **\$17.5M** towards training organizations
- Welding and Heavy Equipment Operator training simulators for **six** MD State prisons
- Occupational training in **three** sectors of the offshore wind industry; skilled trades, manufacturing, and transportation and logistics

# Jane Addams Resource Corporation (JARC)

## → MWW Programs:

- ◆ Welding
- ◆ Computer Numerical Control (CNC) Machinist

→ Open enrollment model to benefit both trainees and employers

→ **Supportive services** before, during, and two years after training

→ Offshore wind introduced in the programs

## → Job Placements:

- ◆ Welder at Dejana Trucking starting at \$18-\$25/hour
- ◆ Machinist at Hamilton Associates Inc. starting at \$23/hour

→ Partnership with US Wind

## → Community Partnerships:

- ◆ Helping Up Mission
- ◆ Success in Style
- ◆ Mayor's Office of Employment Development (MOED)
- ◆ PIVOT Baltimore
- ◆ Second Chance
- ◆ Housing Authority of Baltimore City



JANE  
ADDAMS  
RESOURCE  
CORPORATION  
BALTIMORE

# Outreach Strategy



**JARC** JANE ADDAMS RESOURCE CORPORATION BALTIMORE

☀️

Free for Everyone

Your future, your choice

## WOMEN IN MANUFACTURING

Start your career!

FREE training courses in Welding, CNC and more!

**Incentives:**

- \$50 referral fee for partners who refer women who complete the application process
- \$100 monthly stipend for women while in the training programs
- Flexible schedule for working women in the program
- \$50 incentive checks for job retention

**APPLY NOW!**

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@JARCBaltimore

For more information visit [www.jarcbaltimore.org](http://www.jarcbaltimore.org)



**JARC** JANE ADDAMS RESOURCE CORPORATION BALTIMORE

☀️

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@JARCBaltimore

For more information visit [www.jarcbaltimore.org](http://www.jarcbaltimore.org)

# JARC welding instructor revitalizes Baltimore's steel industry while saving lives



# Chesapeake College

- **MWW Program:**
  - ◆ Welding courses via Mobile Welding Trailer
- **Goal:** Access disadvantaged communities that may have the interest but otherwise would not have the needs to get to the campus
- **Supportive services** through the community college resources
- **Job Placements:**
  - ◆ Crystal Steel
  - ◆ Chesapeake Shipbuilding
- Program to begin in **Fall 2024**





# International Brotherhood of Electrical Workers, Local 24 (IBEW)



## → MWW Existing Programs:

- ◆ Cable Splicing
- ◆ OSHA 30
- ◆ Fall Arrest and Rescue
- ◆ Confined Space
- ◆ Welding
- ◆ Special Global Wind Organization (GWO) training

## → Advanced skills training

→ Starting wage as a first year apprentice is **\$20.70/hour**. Current Journeyworker's rate is **\$46/hr**.

→ **Grant funds** used for instruction, tools, specialized equipment, and GWO training.

→ **US Wind** commitment to organized labor with United Steelworkers, Baltimore D.C. Metro Building Trades, and IBEW.

# Office of Correctional Education

- Provides all **academic, occupational, and transitional** programming to incarcerated individuals at Maryland's State prisons
- MWW equipment *complements* existing programs
- **Welding simulator and Heavy Equipment Operator (HEO) simulator** was purchased for the following prisons:
  - ◆ Western Correctional Institution (WCI)
  - ◆ Roxbury Correctional Institution (RCI)
  - ◆ Maryland Correctional Institution - Hagerstown (MCIH)
  - ◆ Eastern Correctional Institution - East (ECI-E)
  - ◆ Occupational Skills Training Center (OSTC)
  - ◆ Maryland Correctional Training Center (MCTC)
- Leveraging MD Labor's **Re-Entry Navigators** in the process

# Program Status

**1033**

total number of  
participants enrolled

- Maritime, Transportation, Distribution & Logistics
- 6G Pipe Welding
- Production, Warehouse, & Distribution

**939**

total number of  
participants who  
completed training

- Wraparound services: transportation, barrier removal, case management, financial coaching.

**831**

total number of  
participants placed  
and/or upskilled into  
good paying jobs

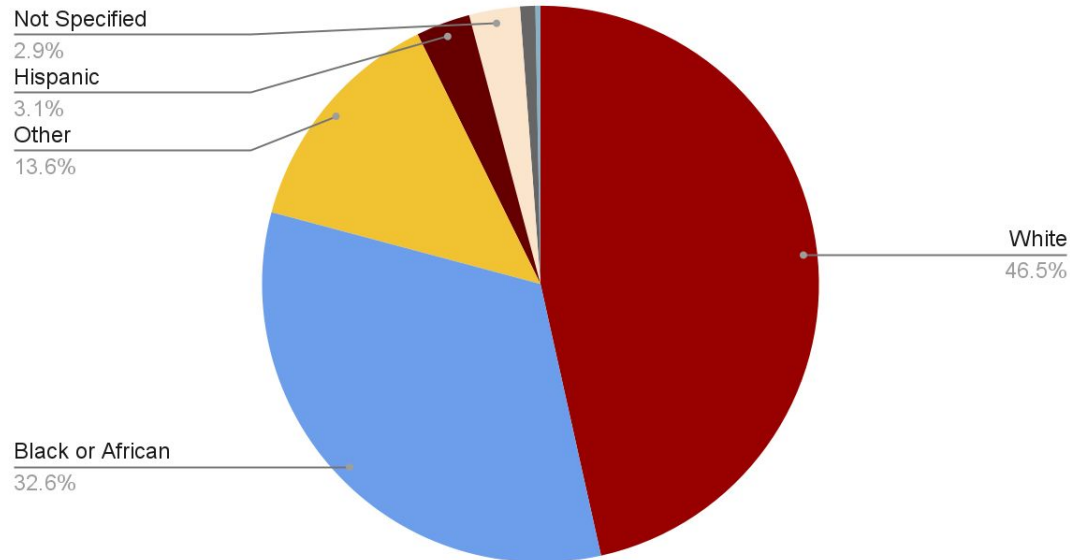
- Operating Engineer
- Electrician
- Ironworker
- Foreman
- Industrial Painter

*As of March 31, 2024*

# Program Status

- Overall, **6.7% female participants in current programs**
- The Baltimore-DC Metro Building and Construction Trades Council Apprenticeship Readiness program has had **32% female participants**

MWW Participants by Race/Ethnicity



# Diversity Recruiting Strategies

## → Women

- ◆ Including women in marketing materials
- ◆ Women in Constructions Summit
- ◆ Highlighting safety, welding, and leadership positions
- ◆ Social media ads targeting key demographics
- ◆ Partnerships with women-based organizations
- ◆ Establishing benefits to attract women (maternity leave, childcare, etc.)



## → Formerly Incarcerated Individuals

- ◆ More exposure behind the fence
- ◆ Intentional intake process
- ◆ Promoting ex-offender friendly programs
- ◆ Partnerships with ex-offender friendly employers

# Salaries of Placed Participants

## Median hourly earnings for full-time employment

Tier  
I

**\$23.25**

- Apprentice Lineman
- Dispatch Coordinator
- Fabricator
- Pipe Welder

Tier  
II

**\$28.00**

- Pile Driver
- Ironworker
- Operating Engineer
- Electrician

# Best Practices

- Consistent communication with offshore wind developers
- Collaboration with business alliances:



- Wraparound workforce program services
  - ◆ Transportation
  - ◆ Tools
  - ◆ Job coach
  - ◆ Tuition
- Partnerships
- Intentional outreach to underrepresented populations, including women and people of color

# Challenges



- Numerous delays in the offshore wind industry due to:
  - ◆ Inflation
  - ◆ Supply chain issues
  - ◆ Permitting delays
  - ◆ Project cancellations
- Diversifying apprenticeship programs
- Lack of information for Maryland projects on specific certifications, equipment, etc.



# Conclusion



- Programs and initiatives that create a diverse workforce and target communities most impacted by offshore wind development will help jump start the industry and ensure underrepresented populations have access to a career pathway in offshore wind
- Workforce skills for OSW are highly transferable
- OSW will create jobs across the board, in various sectors that currently have an aging workforce
- OSW generates clean, emission-free electricity
- There are going to be delays and challenges starting a new industry, but coordination between states and federal agencies aim for a promising future to clean energy

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# Contact Information

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[Maryland Works for Wind website](#)

[MWW Policy](#)