



MARYLAND COMMISSION
ON CLIMATE CHANGE

Serena McIlwain, Chair

The Just Transition Employment and Retraining Working Group - First Meeting in 2025

Presented by Cindy G. Osorto, Senior Policy Analyst at the Maryland
Department of the Environment and Chair of the JTWG

March 21, 2025



Meeting Agenda

- Introduction and Updates by Cindy Osorto, Senior Policy Analyst at the Maryland Department of the Environment (MDE) and JTWG Chair
- Guest Presentation by Robert Macnee, Ph.D., Deputy Director, Climate Resilience Consulting (CRC)
- Discussion with JTWG Members
- Public Comment

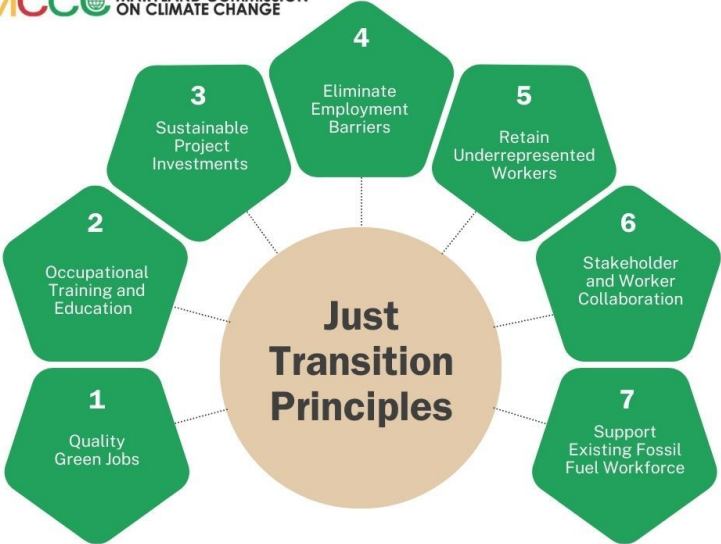


NICOLE KELNER

Artwork by Nicole Kelner
(<https://nicolekelner.com/>)

JTWG Member Introductions

- Please introduce yourself, including your name and organization.



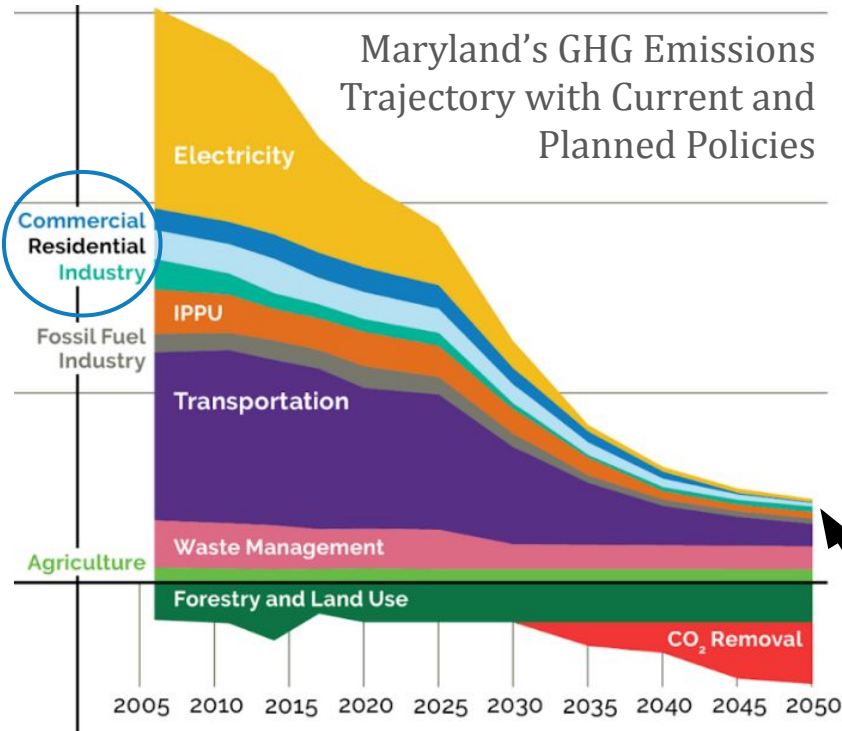
MCCC and JTWG Introduction

- MCCC charge: Advises the Governor and General Assembly "on ways to mitigate the causes of, prepare for, and adapt to the consequences of climate change."
- JTWG charge: Support employment and retraining of Maryland workers in ways that support the implementation of sustainable climate solutions across sectors.



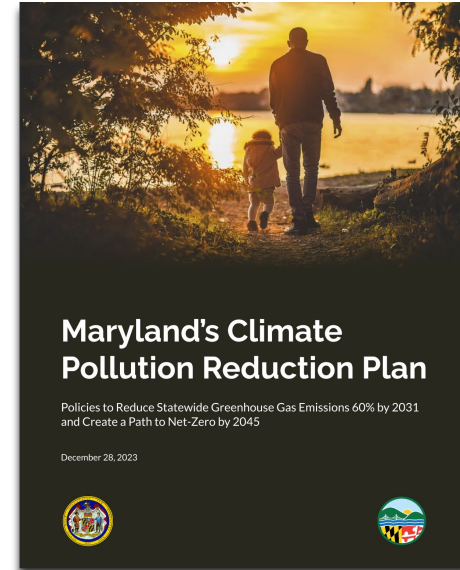
2024 ANNUAL REPORT

The Maryland Climate Solutions Now Act of 2022 required the creation of Maryland's Climate Pollution Reduction Plan



Maryland is required to reduce GHG emissions 60% from 2006 levels by 2031 and achieve net-zero GHG emissions by 2045

Fuel use in buildings



2025 Priorities: Just Transition Employment and Retraining Working Group (JTWG)

- Continue to explore Green Workforce Best Practices
- Complete Study
- Deliver Recommendations to the MCCC/ Governor/ General Assembly

Future Jobs due to Decarbonization



Engineer (Electrical/ Mechanical/
Civil/ Environmental)



Architect/ Urban and
Regional Planners



Lawyer (Building, Construction,
Environmental)



Energy Manager/ Operations
and Maintenance



Construction Manager/
Project Planner



Financial Analyst / ESG
Analyst



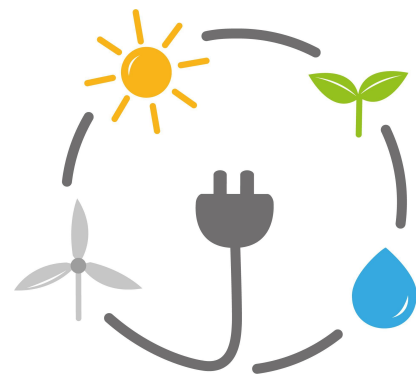
Water and Waste
Specialist/ Consultant



Solar Project Manager/
Fabricator/Installer

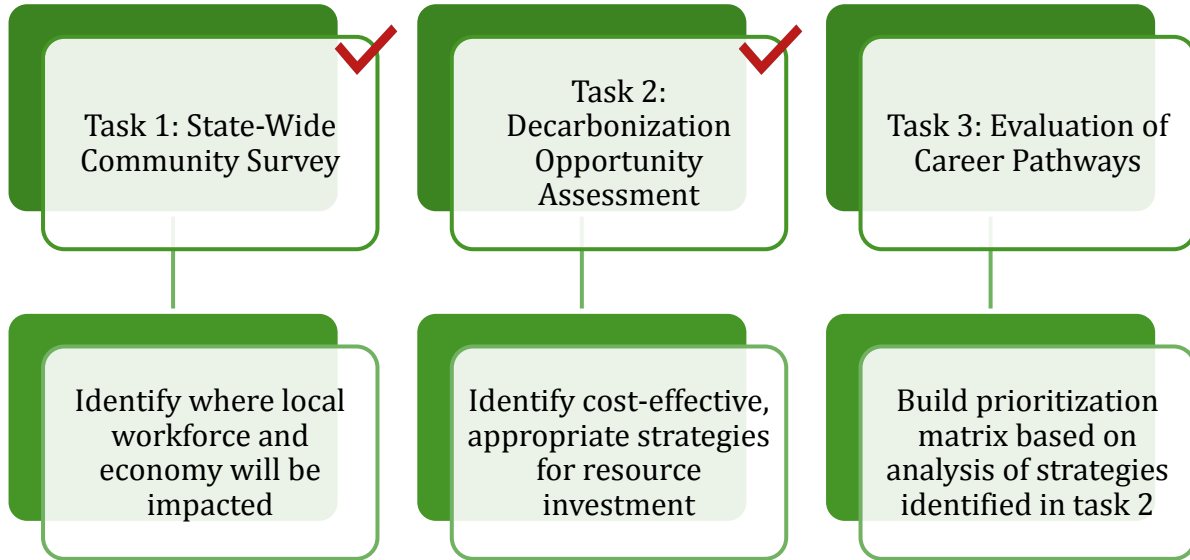
JTWG Priority 1: Explore Green Workforce

- Continue to explore green workforce case studies and best practices that align with Maryland state climate law and related initiatives, which will include guest speakers and exploration of beneficial replicability in Maryland.
- Consider existing Maryland law (in 2024 explored network geothermal, offshore wind, and energy efficiency) and explore passed law at the end of 2025 legislative session.
- Hold at least one in-person field trip relating to the mission of the JTWG.



JTWG Priority 2: JTWG Green Workforce Study

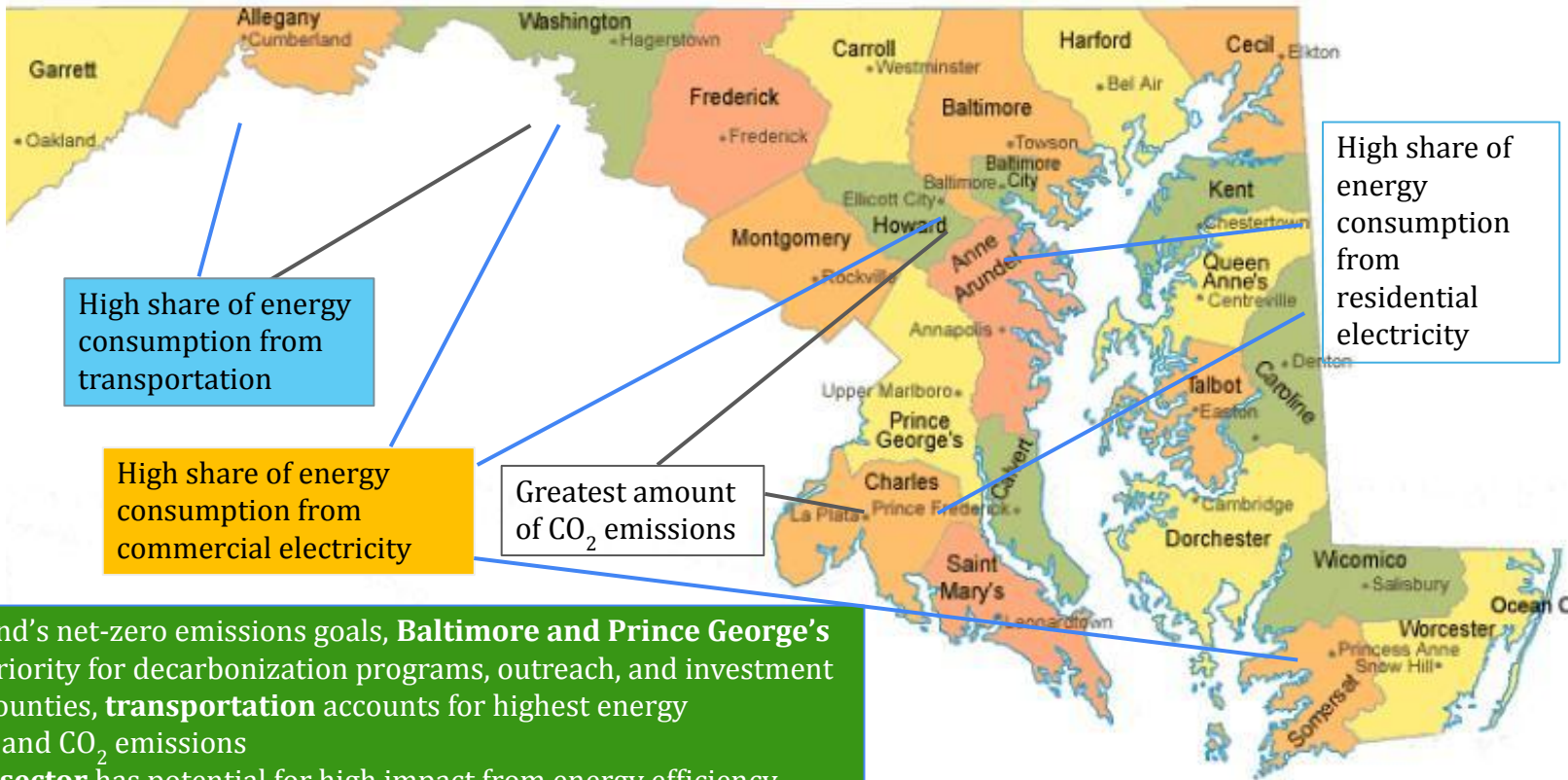
- By Spring 2025, we will complete and deliver the study after collecting member feedback.



Opportunities Assessment and Scenario Planning

Key Findings	County
Highest energy consumption from transportation industry	Allegany, Washington
High share of energy consumption from commercial electricity	Washington, Baltimore, Wicomico
Greatest amount of CO ₂ emissions	Baltimore, Prince George's
High share of energy consumption from residential electricity	Baltimore City, Prince George's
Commercial sector has potential for high impact from energy efficiency measures	Washington, Baltimore, Wicomico

Opportunities Assessment and Scenario Planning



- Given Maryland's net-zero emissions goals, **Baltimore and Prince George's County** are priority for decarbonization programs, outreach, and investment
- Across all 6 counties, **transportation** accounts for highest energy consumption and CO₂ emissions
- Commercial sector** has potential for high impact from energy efficiency measures, specifically in **Washington, Baltimore, and Wicomico Counties**

Image by Maryland Office of Tourism

JTWG Priority 3: Deliver Four Recommendations to the MCCC (2024 Recommendations below)

1. Support **Just Transition Principles**: Quality Green Jobs, Occupational Training and Education, Sustainable Job and Project Investments, Eliminate Employment Barriers, Retain Underrepresented Workers, Stakeholder and Worker Collaboration, and Support Existing Fossil Fuel Workforce.
2. Support **labor best practices**, including job security and support for new decarbonization infrastructure for varying project sizes.
3. Support a **Green Jobs outreach campaign in 2025** to encourage applications and participation in clean energy-related apprenticeships and relevant technologies.
4. Invest in **expansion of workforce model programs** like the Maryland Department of Labor's Employment Advancement Right Now (EARN) Maryland, Registered Apprenticeship, and Maryland Works for Wind (MWW) to address existing and emerging workforce needs in solar, wind, geothermal, electrification, and other clean energy sectors.

Up Next...



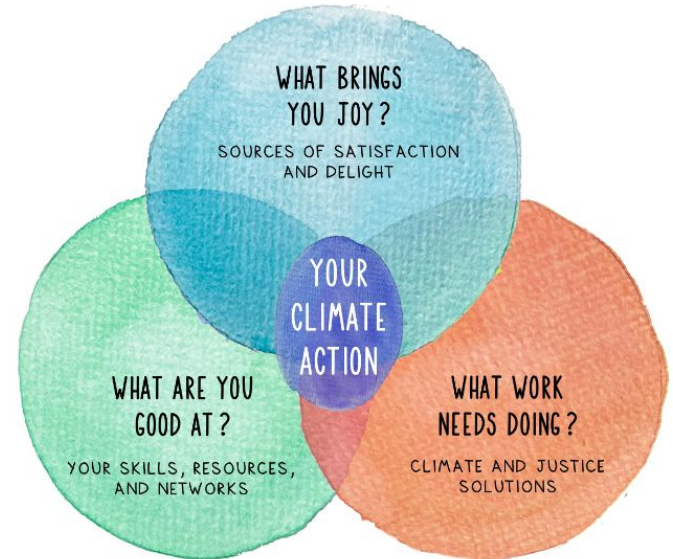
© 2024 Climate Resilience Consulting Team work product

Discussion with the JTWG Members

- Do you have any **JT-related 2024 successes** that you can share with us?
- Can you please share some JT-related **interest areas for 2025** (including in connection with our JTWG principles)?
- Feedback on the Chair providing a quarterly JTWG **newsletter** (including our first winter 2025 newsletter)?
- Recent instances of **awe, gratefulness, or joy** relating to climate, sustainability, or nature?

CLIMATE ACTION VENN DIAGRAM

BY DR. AYANA ELIZABETH JOHNSON



ART ADAPTED BY NICOLE KELNER

Upcoming Events



Event Date: April 13-19, 2025

The [Maryland Climate Teach-In](#) is an annual week of events focused on climate change education and solutions. It brings together educators, students, and community members to discuss this critical issue and empower people to act to mitigate the causes of climate change.



**Twenty-first Century
Challenges. Next-
Generation Solutions.**

Event Date: April 12, 2025

The acronym “HOP25” is an homage to the Conference of the Parties (COP) to the United Nations Framework Convention on Climate Change (UNFCCC), emphasizing a shared commitment to sustainable action and global collaboration for the planet's future. This event will explore hopeful and action-oriented approaches to climate change, energy, and environmental policy, engaging new audiences and exploring new solutions.