

## Just Transition Employment and Retraining Working Group Meeting Minutes

Friday, June 31, 2024, 10:00am-12:00pm E.T.

Meeting Location: Online via Google Meet

### Attendees

#### Members

<i>Member Name</i>	<i>Member Affiliation</i>	<i>Present</i>
Senator Dawn Gile	Maryland State Senate	
Senator John Mautz	Maryland State Senate	X
Del. Regina Boyce	Maryland House of Delegates	X
Del. David Fraser-Hidalgo	Maryland House of Delegates	
Cindy Osorto	Maryland Department of the Environment, Designee	X
Chanel Viator	Maryland Department of Labor, Designee	X
Allison Breitenother	Maryland Department of Transportation, Designee	X
Richard Strong	International Brotherhood of Electrical Workers (IBEW)	
Jason Ascher	Mid-Atlantic Pipe Trades Association	
Rico Albacarys	IBEW Local 24	X
Donna S. Edwards	Maryland American Federation of Labor and Congress of Industrial Organizations (AFL-CIO)	
Gerald Jackson	Maryland AFL-CIO	
Jerry R. Williford Jr.	IBEW Local 1900	
Sean Straser	Steamfitters United Association (UA) Local 602	

Casey Ross	Lorax Partnerships	X
Ryan Trauley	Civic Works	X
Khalid Malik	GEMM COMM	X
Stephanie Johnson	Edison Electric Institute	
Moira Cyphers	American Clean Power Association	
Erin Appel	UnitedHealth Group	
Brad Philips	Maryland Council of Community College Presidents	
Lynn Nash	Maryland Military Coalition & Maryland Council of Chapters, Military Officers Association of America	
Kimberly Haven	JustLeadershipUSA	X
Jennifer Walsh	Frostburg State University	X
Suzanne K. McCoskey	Frostburg State University	
Kobi Little	NAACP Maryland State Conference	
Tifani Fisher	NAACP Maryland State Conference	X
Larry Shifflet	Birch Oil and Propane Company	
John Hines	Easton Utilities	X
Tanya Terrell	Baltimore Gas and Electric (BGE)	X

### Participants

Stephanie Vo, Allison Brown, Kathryn Hastings, John Gloninger, Jared Williams, Crystal Faison, Elisa Basnight, Jamie Lopp, Jared Deluccia, Lauren Peters, Layla Horeff, Luke Marbury, Luke Miller, Rachel Lamb, Rebecca Price, Ryan Powell, NaShona Kess, Daniel Kreeger, Daniella Bacigalupa, Daniel Hurley, CS Ross, Justin Barry

### **Introductions, Updates and Roll call**

- Outline of meeting from Cindy Osorto
- Member roll call

- New Member Update: Khalid Malik, GEMM COMM, representative of environmental organization
  - Has over 14 years of experience, has worked with states, federal, and supporting good work in Maryland.
- MCCC Updates:
  - New JWTG Youtube [playlist](#).
  - Mitigation Working Group met and discussed funding Maryland's climate plan
  - Two other working groups met recently - EREWG and EIRWG discussed grid modernization considerations.
- JWTG will develop recommendations for the MCCC
  - Voting will be during the August 30th; recommendations will be submitted to the MCCC steering committee by early September, and MCCC will vote on it in their September 25 meeting
- Allison Breitenother: Can you talk about how this working group will handle the drafting of the recommendations and when we will receive them?
- Osorto: I will share about the process after this meeting. We will be collecting suggestions, sending it out to members to review and consider, and during the August 30 meeting we would be voting on those.

#### Overview of JWTG survey results

- Osorto: Purpose of survey was to gather feedback for opportunities, challenges, and best practices. Today we will be highlighting the survey results.
- *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 sf2 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.
- Elisa Basnight: My passion is to ensure that we are finding ways to incorporate new areas of individuals for workforce development. To get to our future energy standards, we need to 2X our population with new jobs, and if we don't start investing in the young and future talent, we are going to be in a world of hurt. I am pleased to see incorporation of looking at future talent.

- Khalid Malik: We are in a compliance driven state. There's going to be a tremendous amount of opportunities, led by Maryland. You don't have any other state purisuring standards like BEPS. I see ground-level opportunities with benchmarking, even for buildings under 35,000 sq. ft. We have to figure out funding to make these improvements to be able to actually deliver the scopes of work. This is a great list. We are headed in the right direction.
- *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 the justice system impacted individuals and communities facing systemic inequity: **legal, education, hiring, transportation, financial**.
- Malik: Have we done an inventory of programs? I know we're establishing resiliency authorities in certain jurisdictions, are there any numbers for state budgets or allocations for programs? Has there been any type of study in terms of budgets that are available to assist with the transition, indirectly or directly?
- Osorto: The best resource I know is [DSIRE](#). In Maryland, we will be hearing more from those programs, specifically future workforce development programs, offshore wind in this meeting.
- Malik: Is there anything more specific to the state; what allocations have been made at the legislative level? The challenge is the requirements for doing these upgrades for buildings; building owners determining who they want to bring in for these projects. We should consider some local content criteria that require some of these projects, based on what the goals are for compliance and sustainability. There should be some minimum criteria to bring in disadvantaged individuals. That's one way to overcome these challenges.
- Daniel Kreeger: When running Maryland Climate Leadership Academy, we had to do an assessment of education and training capacity across the state's universities and community colleges system. We ran some of the Academy trainings at the community colleges. The community colleges are a great fit for clean energy labor-oriented jobs and training. They can be compensated through federal funding resources. If it's done right, those things already exist. A real plan and a network of community colleges could be a compelling approach to doing this. A combination of state and federal funding. This is specifically for the

kinds of jobs working with wind turbines, solar installations, building facilities- they would be a great fit.

- Osorto: We have a working group member that represents community colleges. Some feedback we received- working and aligning with community colleges.
- *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

#### **Maryland Works For Wind Presentation by Chanel Viator, Maryland Department of Labor**

- Chanel Viator: Special Grants Program Manager at Maryland Department of Labor (MDL), Division of Workforce Development and Adult Learning - role at MDL is managing Maryland Works of Wind (MWW) Initiative, which is a federally funded program supporting Maryland's offshore wind workforce.

- Offshore wind can support thousands of jobs and bolster economic growth.
- MDL: Mission to connect Marylander to good jobs; protect workers, consumers, and the public; support Maryland businesses; and foster economic growth and competitiveness.
- Timeline of Offshore Wind Maryland Workforce
  - 2017: Public Service Commission (PSC) awarded Offshore Wind Renewable Energy Certificates (ORECs) to two offshore wind developers, US Wind and Orsted
  - 2021: PSC awarded ORECs for the two more offshore wind projects to the same developers,
    - PSC approved projects with a requirement to create 10,000 direct jobs for the industry
  - 2024: Orsted announced they were withdrawing from agreements with Maryland to develop two offshore wind projects. HB1296 was signed by Governor Moore to allow any Round 1 offshore wind project to seek PSC approval to amend its previous projects to increase their ORECs. Allows MD to quickly reallocate ORECs from Orsted to US Wind.
  - 2026 and beyond: US Wind is establishing a monopile production facility in Baltimore to produce monopile foundations and other steel components needed for offshore wind projects. Expected to begin activity in late 2026. Steel in water expected around 2027 and 2028- when you will actually see offshore wind farms in Ocean City.
- Offshore Wind in MD
  - POWER (Promoting Offshore Wind Energy Resources) Act signed by Gov. Moore: Set a new target for 8.5 GW of offshore wind energy by 2031. This is ambitious, there are hurdles to get here.
- POWER Act
  - Goal for offshore wind GW from 2 to 8.5.
  - Federal tax incentives under IRA
  - Requires PSC to create a study on transmission needs for offshore wind. We want to work together with developers and other stakeholders to develop transmission lines that make the most sense. Ensures PSC issues competitive solicitation by Jan 1, 2025.
- Memorandum of Understanding (MOU) with Bureau of Ocean Energy Management (BOEM)
  - MD and BOEM work together to establish offshore wind leasing in federal waters.
  - BOEM is responsible party to open up bidding for lease spaces in federal waters
  - MD needs a lot more lease space to reach 8.5 GW goal, so MOU is encouraging because it shows BOEM is willing to help reach this ambitious goal.
  - One of our hurdles: not enough space for East Coast ambitious offshore wind goals. We all need help from BOEM to make more space.
- Good Jobs Challenge

- MDL responded to Good Jobs Challenge grant opportunity, administered by US Department of Commerce
- Goals of opportunity by 2026:
  - Invest in workforce systems
  - Expand career opportunities for good-paying jobs
  - Produce skilled workforce for a 21st century economy
- Good news: Original grant period was 2022-2025, but MDL applied for a no-cost extension for grant to apply to the end of 2026.
- Highly competitive process, only 32 grants awarded
- What is a Good Job?
  - Major deliverable focused on job placement
  - A good job is a job that exceeds local prevailing wage for industry in the region, and/or is a union job.
- Maryland Works for Wind Initiative
  - Created from the Good Jobs Challenge Grant
  - MWW is a sectoral partnership
  - MDL remains in contact with employers, workforce development should be industry-led for employable skills
  - Business Alliances, which serve as industry experts and facilitates peer to peer learning exchanges
  - Local workforce development areas: Based on offshore wind activity.
    - US Wind manufacturing facility will be in Sparrows Point, Baltimore, and farms will be along the coast in Ocean City- need to focus on these areas. They help convene subrecipients and with data collection and outreach, recruitment, job placement etc.
  - Training Providers: Occupational training for skills needed for offshore wind - includes transportation, skilled trades, logistics, and manufacturing
    - Tier I: Entry-level training from an equity lens, focusing on support services. Include nonprofits, community colleges, correctional education
    - Tier II: Joint apprenticeship and training committees - provides advanced skills training through registered apprenticeships for competitive wages to be highly skilled workers.
  - Goal is for participants to enter Tier I, then get accepted to Tier II for advanced skills needed for the offshore wind industry.
- MWW by the numbers
  - \$22.9 M awarded from US Department of Commerce
  - 19 subrecipients
  - Goal is to place over 3,800 Marylanders into good jobs
  - \$17.5 M to training organizations, helping MD prisons
  - Occupational training in skilled trades, manufacturing, logistics

- Jane Addams Resource Corporation (JARC) - example of training program being funded through the grant
  - Programs for Welders and Machinists
  - Provides support services before, during, and two years after training completion, and legal matters
    - E.g. Paying for transportation up to 90 days after program, as long as individual remains employed
  - Partnership with US Wind
  - Community Partnerships for diverse recruitment into their workforce development program
- Outreach Strategy
  - Women in Manufacturing
  - Representation of women in marketing
  - A [video](#) was shown about JARC's welding instructor, Kay Williams
- Chesapeake College
  - MWW Program: Welding courses via Mobile Welding Trailer
  - Allows access to disadvantaged communities with interests in welding that may not have transportation needs or other barriers to get to campus
  - Placement with industries that will be employers for the offshore wind industries
  - Set to begin Fall 2024
  - Trailer can travel to different counties for 2-2.5 months for welding training, then can move to different areas to serve different communities
- International Brotherhood of Electrical Workers, Local 24 (IBEW), Tier II training provider
  - Use funds for instruction, tools, specialized equipment
  - Eventually, Global Wind Organization (GWO) training safety program for those working on offshore wind projects on the water
    - Expensive training, required for recertification every 2 years. Timing needs to line up for offshore wind deployment
  - Tier II program: upper-level apprenticeships, advanced skills training
  - Tier II training programs are involved in wind industry
    - For example, US Wind has committed to organized labor with United Steelworkers, IBEW, and Baltimore DC Metro Building Trades
- MDL's Office of Correctional Education
  - Provides academic, occupational, and transitional programming for incarcerated individuals at State prisons
  - MDL wanted to show federal government how important it is to maximize exposure behind the fence, ensuring skill accessibility and technology access
  - Provided Welding and Heavy Equipment Operator (HEO) simulators to MD prisons
  - Leveraging MD Labor's Re-Entry Navigators in the process



- We hope to connect Re-Entry Navigators to follow along with individuals during the process
- Program Status
  - As of March 31, 2024 (training began in July 2023, so this is about 9 months of data):
  - 1000+ individuals enrolled in US wind program
  - 939 individuals completed training and  $\frac{3}{4}$  of these individuals are from Tier II
  - 831 individuals placed or upskilled into good paying jobs
  - Room for improvement with increasing female participants, currently 6.7% female participation in programs
- Diversity Recruitment Strategies
  - Meet with grantees monthly to discuss diversity outreach
  - Women
    - Including in marketing and highlighting positions that they'd be interested in
    - Partnerships with women-based organizations, including Tier II programs
    - Establishing benefits that attract women, like maternity leave and childcare
  - Formerly incarcerated individuals
    - Exposure behind the fence
    - Intentional intake process, eligibility requirements
    - Promoting ex-offender friendly programs and partnerships with ex-offender friendly companies
- Salaries, median earnings
  - Tier I: \$23/hr
  - Tier II: \$28/hr
- Best Practices
  - Must stay up to date with offshore wind developers
  - Collaborations with business alliances, like Clean Energy States Alliance (CESA) or Oceanic Network
  - Wraparound services
  - Partnerships
  - Intentional outreach to underrepresented populations
- Challenges
  - Delays in offshore wind industry, like permitting delays, inflation, project cancellations
  - Diversifying apprenticeship programs
    - MD works with programs to ensure diversification
  - Lack of information for Maryland projects on specific certifications and equipment
    - Offshore wind developers don't know exactly what will happen with the project. Projects can change over the years based on industry advancements
- Conclusion
  - We know a diverse workforce will help jump start the offshore wind industry

- We need to start workforce development now before projects start up, to create jobs across the board and address a retiring workforce
- OSW generates clean, emission-free electricity
- Delays and challenges are going to occur because OSW is a new industry, not just in Maryland but also across the country
- Collaboration between states and federal agencies is leading to a future with offshore wind
- **Malik:** This helped me understand the challenges and opportunities of the industry, thank you for the presentation.
- **Osorto:** Could you share if there are any highlights we should look out for, or next steps regarding the MOU?
- **Viator:** There is a lot happening in state agencies behind the scenes, including the PSC plan for offshore wind on January 1, 2025. In terms of the MOU, not too many updates. There is not enough lease space in the waters - what are we going to do? The problem is timing - when BOEM puts out spaces for bidding, there is an extensive environmental impact analysis, which can take over 2 years. Unfortunately, OSW takes a long time to do a project as a whole. We can't rush a lot of things, but we are actively looking for different ways. With OSW, looking at floating wind turbines - OSW farms in federal waters that are far off the coast, which we currently can't do. If we research and invest into floating turbines, this could be a way that we could expand our lease space, but this is not in the near future. In terms of MWW initiative, we open our in-person convenings to anyone - if you want to reach out if you want to get involved in the initiative or learn more about offshore wind, please reach out: [chanel.viator@maryland.gov](mailto:chanel.viator@maryland.gov)

### Discussion

- **Osorto:** The future of wind is bringing over 50,000 jobs. Let's have an open discussion about some of the priorities that we are seeing and ideas about future meetings.
- **Ryan Trauley:** On behalf of CivicWorks, we support the guiding principles and responses from members. We are in alignment with all of that. We appreciate the presentation by Chanel, very educational. Supportive of the idea of a site visit for the group, but don't have an immediate idea of what would be the best option for that.
- **Malik:** I've got a project in pre-development stages, an affordable housing project for seniors and disabled individuals in Prince George's County, good project narrative for building decarbonization. They've got boilers, cooling towers, chillers and are currently looking at doing renovations. They've got some state and local funding, but there's a huge gap to fill in terms of getting these projects completed. There are opportunities for renewable energy there and this could be a site visit to look at current building conditions before any renovations are done. If you all are interested in that, I can work with the on-site folks to see if we can get something going.
- **Kreeger:** Prince George's (PG) County Public Schools Climate Action Leadership Summit-first convening under the school systems' new climate action plan, adopted by the school

board. First, hosted at Accokeek Foundation, which has an interesting facility, and it would be a place to get in touch with a place that climate change is affecting and how they're responding. It's a great facility for tours and such. The PG County school system is an interesting intersection for this group. There's a natural connection, Dorothy Morrison, who used to be at MDOT, is now their Director of Sustainability, and the COO of the school system is championing their efforts. We can connect the dots between the workgroup and what the PG County School System is doing. I'd be happy to help facilitate that.

- Osorto: Gov. Moore came to MDE during Earth Day to sign an Executive Order for the Outdoor Learning Partnership (OLP) - promoting sustainable schools and engaging with the climate and environmental spaces.
- Rico Albacarys: There's apprenticeship programs in Southern Maryland, Baltimore County, Baltimore City, so we have a meeting and could take a tour at a registered apprenticeship program facility. I could help facilitate that on our end - I can't speak for Gerald or Sean, but I'm sure they could do something similar at a mechanical training center too.
- Osorto: Broad overview of where we are regarding the study piece: ramping up over the next two months, including feedback for recommendations for the August meeting. We are hoping to begin the study deliverable for the General Assembly and Governor. This is being led by DOE's National Renewable Energy Laboratory (NREL), we are beginning this research as the contract was recently approved and will do an introduction during the July meeting.
- Osorto: For July: Study introduction, August: Vote on recommendations, September: MCCC will hold their funding voting session, that is when we will know if our recommendations will make it for the final 2024 MCCC Report.

#### **Public Comment**

- No public comment - meeting adjourned.