

Just Transition Working Group, Meeting 6  
January 21, 2021  
11am-1pm

Attendance:

**Working Group Member Attendees**

Roberta Reardon, Co-Chair  
Doreen M. Harris, Co-Chair  
RuthAnne Visnauskas  
Vincent Albanese  
Omar Freilla  
Henry A. Garrido  
Patrick Jackson  
Gary LaBarbera  
Michael Padgett  
Brian Raley  
James Shillitto  
Maritza Silva-Farrell  
Lara Skinner  
Randy Wolken

**Other Attendees**

Adele Ferranti  
Carl Mas  
Chris Pinheiro  
David Quickenton  
Don Applyrs  
Frank Ciampa  
Jamie Dickerson  
Jane Thompson  
John Williams  
Kara Allen  
Kate Muller  
Mark Coleman  
Tania Allard  
Yvonne Martinez

Meeting Summary:

- **Introduction, Roll Call, and Member Updates**

- Commissioner Reardon kicked off the meeting, called the roll (see attendance above), and provided an overview of the meeting agenda. See slide 2 for additional details.
- Commissioner Reardon opens the floor for updates from working group members for any updates.
  - i. *No major updates provided.*

- **New York JTWG Jobs Study Clean Energy Industries Report Overview & Project Introduction**

- President Harris introduces the BW Research team, and then Phil Jordan of BW Research provided an overview of the 2020 Clean Energy Industries Report (CEIR). See slides 4-21 for additional details.
- *Discussion*
  - i. **Randy Wolken:** *Asks for clarity around the composition of the manufacturing sector. How much is actual production of the systems and the sub-components from your perspective?*
    - **Phil Jordan:** *Notes that NY is an interesting manufacturing state as it's somewhat independent.*
  - ii. **Randy Wolken:** *To meet our goals around LMI, diversity and inclusion; we need to focus on how to get people to work. It's very important to get people to work and have them earn while they learn.*
    - **Phil:** *On the training aspect, it does open up opportunities for those who can't typically enter into training because of the opportunity cost to leave work to train. CUNY ASAP model is a great example that has found ways of*

*helping students enroll into two-year pilots. There are interesting higher education models. That whole suite of solutions will be critical.*

- iii. **Vincent Albanese:** *clarifying question regarding the difference in wages – one of the concerns that has been raised to us by a few contractors is when NYSERDA gives a grant or a solar farm is required to pay prevailing wages, how is prevailing wage actually enforced in these situations because they're not traditional public works projects. Does that change the ability of the DOL to enforce those prevailing wage requirements?*
  - **President Harris:** *Would be glad to send contract so he can see the language around requirements and enforcement. There are slight differences between OSW and land-based projects so might get it wrong in the moment, but will take offline.*
- iv. **Henry Garrido:** *Asks for clarity around the professional services jobs mentioned. Asks for more detail about what this means – design, structure, PM, etc.?*
  - **Phil:** *Notes they align this study with data collection done by state labor agencies, and the company that employs the worker is classified. Phil notes a variety of jobs that may be included under this category, including R&D, architecture, banking, finance, and legal real estate. He notes it could include an engineering firm leading the development of a renewable energy project, or a subcontractor not in the construction trade but providing some direct service.*
- v. **Henry Garrido:** *Is there a distinction between licensed engineer or LEED certified engineer?*
  - **Phil:** *To be counted in this study, we don't look at certifications, but the projects they work on. One the occupation side where we look at wages, benefits, and other workforce needs, they do ask more about this, but don't get quite as granular as what he is looking for. Can confirm they don't count any workers who aren't doing clean energy work and do understand certifications and preferences for those, but don't have a process to delineate jobs by certification.*
- vi. **Lara Skinner:** *Asks two questions. 1) Could you say more about how you define clean energy jobs – what the categories are and what you're capturing within them? 2) How did you handle that workers may only be spending a percent of their time on a clean energy activity?*
  - **Phil:** *In terms of the definition, the first threshold is whether the company is engaged in clean energy. From there, we split out clean energy based on definitions adopted by New York and other states (e.g., renewable electric power, renewable fuels, EE, clean grid, non-fossil storage, clean vehicles, etc.). Once we get a company that is identified as clean, then ask them to identify a series of sub-technologies (solar, wind, hydro, EV, etc.). Then they ask about employment at multiple levels (e.g., In total, how many work in one of the clean energy technologies you identified, and then how many spend a majority or all of their time with those technologies?) so they're able to produce an overall number that represents the number of people in NY working in clean energy.*
- vii. **Gary LaBarbera:** *First adds to what Doreen said – prevailing wage is a policy and we've seen in the current budget that prevailing wage was addressed in certain circumstances with certain thresholds. We are seeking for prevailing wage to*

become part of statue and are in regular conversations with the Governor's office about this. Second, when Randy was discussing training and opportunities while working, there is a model that exists – no need to reinvent that wheel. Finally, when talking about the future and creating jobs, in the announcement of SOTS, the Governor talked about ports. He notes there are still 4.7 GW that need to be produced and manufactured. In terms of creating additional job opportunities, are you thinking about how we are going to have the resources to accommodate the additional GWs. Would hate to see manufacturing sited outside of NYS.

- **President Harris:** Last week's announcement was significant around job opportunities and port investments that related to job opportunities. I'm happy to talk offline about some of the preconditions we're looking for, but this isn't the end it's the beginning. Let's be in touch.
- Gary notes he will send a text later to schedule a call.

viii. **Maritza Silva-Farrell:** Agrees that we should use what exists rather than recreate the wheel regarding training/apprenticeship opportunities, but notes we should dive deeper into challenges raised around hiring and workforce development in DACs. Is there any information that can be shared that would be helpful on how to increase access to jobs/workforce development in these communities?

- **Phil:** A lot of work has been done looking into the various barriers both in NY and across the US. One of the things we heard about was expanding pre-apprenticeship programs, but also strengthening the pipeline even before then. It can feel overwhelming at times as you realize you always need to go a bit deeper. Know we're late on time, but will share they're working with NASEO on these issues and findings will be coming out in April/May of this year.

ix. **Patrick Jackson:** Have you looked at benchmarking some of the clean areas/clean regions to see if our numbers are in line with theirs?

- **Phil:** We have not as we haven't gotten countries to align around similar methods and definitions. This is a top priority that has been raised with transition team and something that is really critical.

- For the second portion of the presentation, Josh Williams of BW Research provides an overview of the Jobs Study research objectives, the literature review, and next steps. See slides 22-27 for additional details.
- **Discussion:**
  - i. **Lara Skinner:** First, many job studies about the clean energy economy do job projections based on the cost of a project, including the labor cost, and she finds they often assume the lower end of a wage scale for a project. As New York wants to strive towards high quality jobs, she flags that we should be using a higher wage scale to do the job estimates because it will give more realistic job numbers. Second, a lot of these projects are big, multi-year projects so the extent to which we can forecast what jobs are created in what time periods would be helpful. If you're looking at 5- to 10-year projects, it impacts what jobs are created in what period. Lastly, notes she would love to hear more about the scenarios we'll be using do forecasting. Not sure if this has been decided but would be interested to hear more.
  - **President Harris:** Seems the fundamental questions are around the scenarios we'll be producing for the integration analysis. You haven't missed anything

– we are rather looking at recommendations to advise the scenarios that are produced for the analysis. These will drive our next steps so if you're able, the best thing to do would be to monitor the APs and the recommendations coming forth.

- **Josh Williams:** Adds that they're working to build a tool so we can look at multiple scenarios and can update impacts over time. It won't just be a report, but a tool that will allow you to look at scenarios over time.

ii. **Henry Garrido:** Have you considered the role of the public sector in terms of jobs?

- **Josh:** Won't have good answer until we are able to run a simulation and see where the impacts are, but we will have opportunities to measure that moving forward. No answer at this point but expect to within a month or two.

iii. **Randy Wolken:** Asks a question about granularity of knowledge regarding jobs/skillsets. Curious if we'll be able to take into account the future changes in jobs? Will this be included and how will it be measured?

- **Josh:** Don't know at this point, but we're trying to outline what the outputs of the model will be. They will look at direct, indirect, potentially induced jobs and can look at ways of cutting it up. The methodology is being developed, but it can built into thinking that we would explore these components.

iv. **Maritza Silva-Farrell:** Notes it would be helpful to see number of jobs we might expect as implementation of the law moves forward. In terms of process itself, notes we all are busy people but believes we have a moment to set the tone and engage deeply in this conversation so we have something transformative moving forward. Can we think about how this group can engage more deeply in the formation of study and the right process to do so.

- **President Harris:** Speaking for NYSEDA and DOL, these points are on the forefront of their minds. For the team, lets commit to going into more detail on overall schedule and specific process points where we'd have that type of engagement.

- **Public Engagement Meeting and Upcoming JTWG Schedule**

- Commissioner Reardon provides an overview of the public engagement meeting approach, topic, and agenda.
- Commissioner Reardon provides an overview of the schedule ahead
- See slides 28-29 for additional details.

- **Just Transition Principles**

- President Harris provides an overview of the proposed plan for sharing the Just Transition principles with other advisory panel members.
- See slide 30 for additional details.

- **Subgroup Updates**

- Kara Allen provides updates on the Business Impacts Subgroup.
- Jamie Dickerson provides update on Power Plan Inventory and Reuse Subgroup.
- See slide 31 for additional details.

- **Next Steps**

- President Harris outlines next steps for the JTWG, including upcoming meetings.
- President Harris responds to questions about public session, noting the session is intended to focus on workforce. If there are other topics anyone wants to cover in that session, feel free to send the team a note and they will take this into account. Emails can be sent to Kara Allen.