

The logo for the Workforce Development Institute (WDI) features the letters 'WDI' in a bold, blue, sans-serif font. A small, blue, superscripted number '4' is positioned above the letter 'W'.

⁴**WDI**

**WORKFORCE
DEVELOPMENT
INSTITUTE**

Workforce Development & Just Transition

WDI & Energy



Ground level intelligence

- Meet hundreds of businesses, labor organizations, community organizations
- Learn and share information about skills demands
- Track policy changes, sector trends and changing technologies



Interactive grants program

- URGENT: Women in energy (pre-employment)
- IBEW Electric Vehicle Charging Stations (apprentices and journey level)
- Smart Grid training for lineworkers
- Wind Technician Training at Clinton Community College



Institute

- Convene discussions
- Studies
 - Electric grid
 - Offshore wind



Convene and facilitate

- New York State Apollo Alliance
- Emerging technologies and workforce impacts
- Move to clean energy must protect family financial security of current workers

Workforce Development

- Targeted training, skills building, and employment support
- So much more
- Interconnected set of solutions:
 - Prepares workers with needed skills
 - Emphasizes value of workplace learning
 - Addresses hiring demands of employers
- Dual function: enables individuals & addresses employer needs
- Goals move people along career pathway
 - Place workers in jobs with career development opportunities

Just Transition: What is it?

- Many definitions similar to “sustainability” or “sustainable”
- environmental policies are conditional on a fair distributions of the costs and benefits of those policies across the economy
- Small pockets of success
 - “Efforts to put just transition principles into practice thus far has been limited.”

**They've kept
our lights on,
now we can help
them transition.**

Just Transition: What is it?

- “If you are asking working people to be part of a transition the transition must not hurt workers.”
- “There is a Superfund for dirt there should be a superfund for workers.”
- “...economic prosperity, social justice, rights and social protection for all, leaving no one behind.”

Just Transition: History

GI Bill of Rights (1944)

- 4 years college tuition
- Living wages during transition

Paris Climate Accord (2015)

- Just Transition language included in accord

Superfund for Workers (1980s)

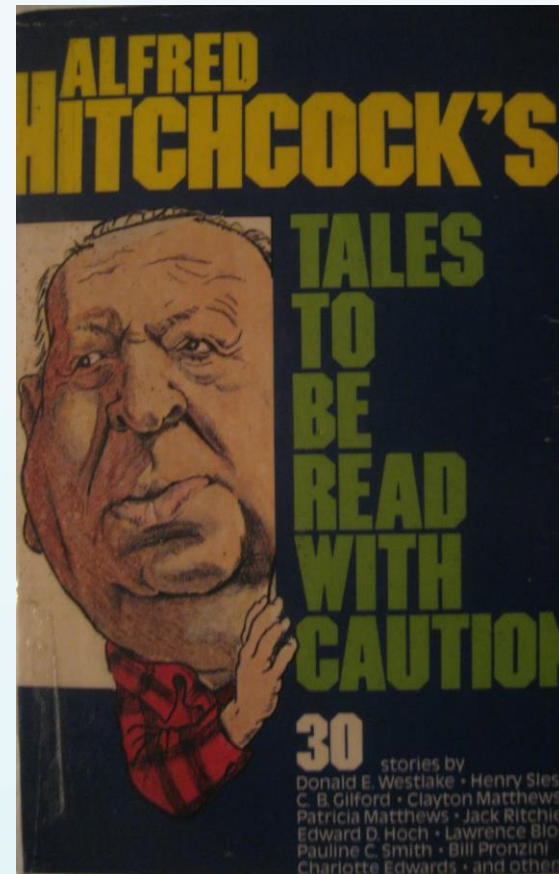
- Worker should not feel harm
- Financial support AND
- an opportunity for higher education for workers displaced by environmental protection policies

Just Transition: Principles

- Income support for full duration of the transition
- Local economic development
 - Creation of jobs with family sustaining wages
- Authentic training for jobs in good paying fields
- Knowledge sharing
- Labor standards and collective bargaining
- Sector approach customized to regions and work process
- R&D support for technological adjustments
- Equity lens and social protection
- Inclusivity

Just Transition: Tales of Caution

- Seen as a “smokescreen”
- Sometimes it’s called just transition and it’s not
- Not just talking compensation
- What works in one region may not work in other



Thank You!

Ross Gould
Energy Program Manager
(518) 272-3500 x 105
rgould@wdiny.org