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 distribution 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

Superfund for Workers (1980s)
- Worker should not feel harm
- Financial support AND
- an opportunity for higher education for workers displaced by environmental protection policies

Paris Climate Accord (2015)
- Just Transition language included in accord
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!

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