

# Offshore Wind and Other Clean Energy Training Program

## Partner Orientation

March 8, 2023  
8:30-10

### Agenda

- Welcome & Introductions – *Sandra Efstratiou*
- Background – *Mary Sarris*
- Training Program Overview – *Bonnie Carr*
- Partner Roles – *Stratton Lloyd*
- Partner Working Session - *Stratton Lloyd*
- Session Debrief– *Stratton Lloyd*
- Training Grant Next Steps – *Mary Sarris*

# Offshore Wind and Other Clean Energy Training Program

## Goals

- Stimulate the entry of underrepresented individuals - defined primarily as individuals living in Environmental Justice neighborhoods - into climate critical career pathways.
- Develop a pilot pipeline of well-trained next-generation workers on the North Shore to meet the demands of the Salem Wind Port and other clean energy sector jobs over the long-term.



## Principles of our Approach

- Ensure inclusive growth
- Use an equity lens
- Support living wage jobs
- Using a pre-apprenticeship model

# Environmental Justice (EJ) Communities

- ▶ **MA Technical Definition:** A neighborhood where one or more of the following criteria are true:
  1. the annual median household income is 65 percent or less of the statewide annual median household income
  2. minorities make up 40 percent or more of the population
  3. 25 percent or more of households identify as speaking English less than "very well"
  4. minorities make up 25 percent or more of the population and the annual median household income of the municipality in which the neighborhood is located does not exceed 150 percent of the statewide annual median household income.
- ▶ **Our asset-based interpretation:** Understanding MA technical definition and criteria above, we hope to focus on those residents who can benefit from assistance e.g., academic help, language development, and skills training, to enter a living wage career and the economic opportunities they provide.

# Offshore Wind Timeline

2024

- Port Construction Begins

2024-2026

- Trades Workers Needed: Piledrivers, Carpenters, Electricians, Operating Engineers
- OSW grant supports 5 cohorts of pre-apprenticeship training leading to entry level construction trades employment

2026

- Port Construction Substantial Completion (expected)

2026+

- Offshore Wind Development Activities
- Offshore Wind Projects last approximately 3-5 years
- North Shore continues to invest in workforce training to build a next generation clean energy workforce

# Pre-Apprenticeship Training Program – Proof of Concept

- Initial Pilot Cohort: **Starting mid-May at Essex Tech** and will be expanding to Lynn Tech
- Training Components
  - Introduction to the Construction Trades & Clean Energy Careers
  - Professional Skills
  - Hot Works Class/Certification
  - OSHA 30 Class/Certification
  - MA Hoist Trainer Class/Certification
  - CPR/First Aid/AED Certifications
  - Job Site Awareness & Safety – on campus project
  - Basic Welding Skills
  - Basic Tool Skills with Hilti Certification
- Eligibility
  - Being at least 18 years old
  - Possession of a high school diploma or GED/HiSet
  - Valid driver's license or willingness to acquire one in the next 2-4 months
  - Commitment and willingness to work towards a career in the trades
- Stipends & Language Access

## Target Jobs:

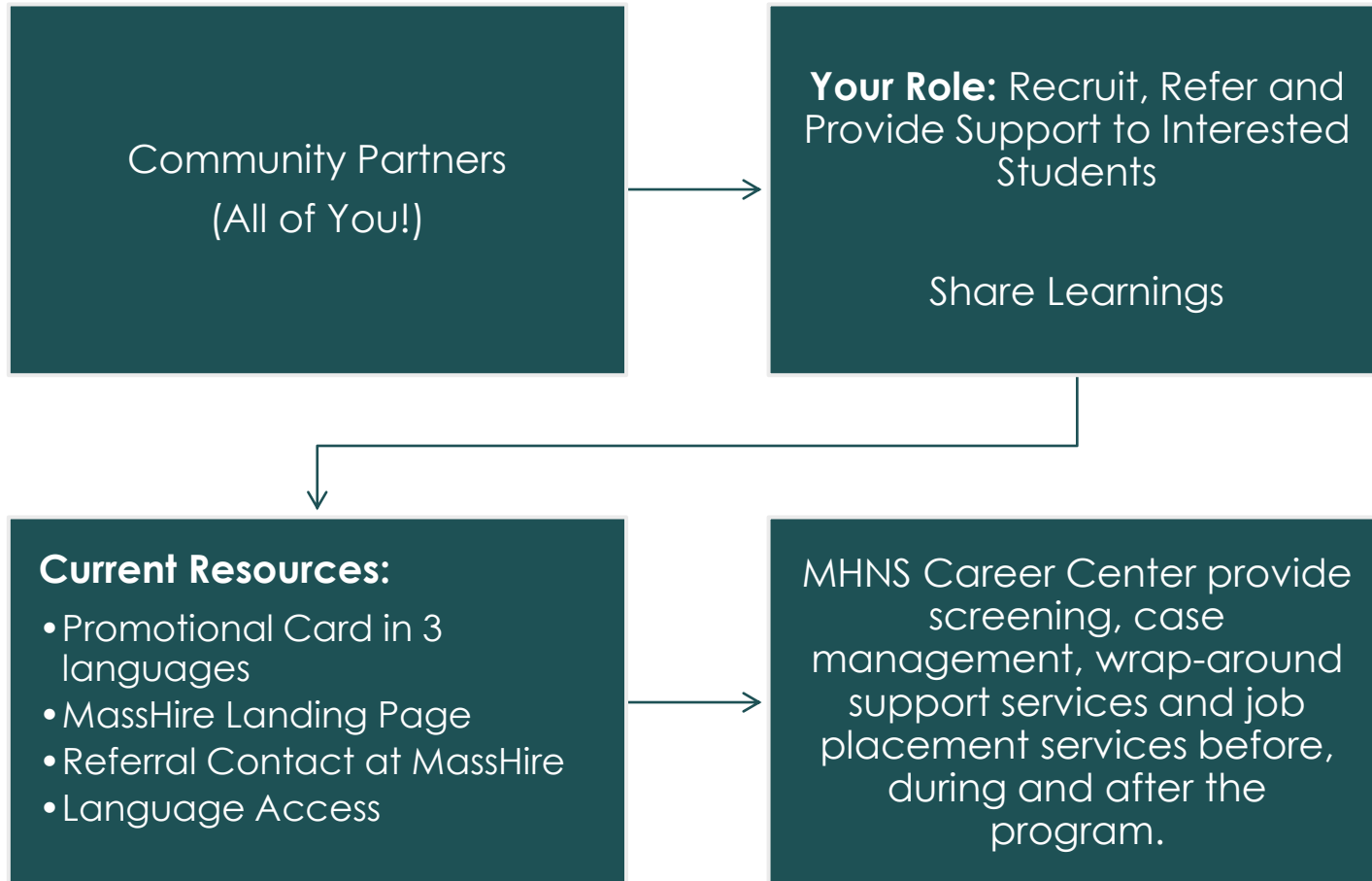
Union trades  
apprenticeships and  
other non-union  
construction trades  
jobs



# Initial Questions

The role of our 30+ non-profit partners are critical to recruiting community members to participate in the training program.

What other resources do you need to support your recruitment efforts?



**FREE Manufacturing Training**

*"I was always skeptical about people who LOVED their job and said it didn't feel like work, until I found this program. If you like to solve problems and create something out of nothing, I implore you to take this course! You won't regret it."*

James, 20, NightHawk

**Apply Today**

**Current Resources:**

- Operate manual and CNC mills and lathes
- Read blueprints, understand geometric dimensioning and tolerancing (GD&T)
- Prepare for NIMS (National Institute for Metal Working Skills) CNC Operator certifications

Classes are FREE, thanks to The General Electric Foundation

**MassHire**  
WORK WITH US TO GET YOUR CAREER ON TRACK

**NAMC** 2014

www.ti

# Breakout Rooms

- ▶ Two breakout rooms – same questions

What additional tools and resources do you need to support awareness and recruitment?

What are effective strategies for ensuring language access and cultural competence in the program?

What potential challenges do you foresee with implementing this program? How do we plan for those solutions now?



## Breakout Group 1

Large Conference Room

Facilitators: Stratton Lloyd, Bonnie Bain

Eliud	Alcala
Jill	Bonaiuto
Bonnie	Carr
Jane	Colman
Jessica	Fabian
Rebecca	Field
Jo Ann	Freedman
Susan	Hoague
Hilary	Kopp
Sean	Leach
Tanver	Malik
Sezan	McDaniel
Kate	Newhall-Smith
Rinus	Oosthoek
Lilian	Romero
Joanne	Scott
Maranda	Smith
Jane	Snyder
Joseph	St Pierre
Lisbeth	Valdez

## Breakout Group B

Career Center Main Room

Facilitators: Mary Sarris, Theresa Rowland

Mike	Alfaro
Lauren	Belmonte
Rafael	Brantley
Daniel	Collins
Beth	Debski
Rachele	DiMatteo
Robert	Fraizer
Jasmine	Graddy
Brianne	Jurs
Katie	Kahl
Christine	Locke
Nicole	Marin
Valerie	Milardo
Omar	Nunez
Carlos	Ricardo Galvez
Mary	Sholds
Lesley	Smythe
Mario	Sousa
Laura	Swanson
Philip	White

# Report Out

What additional resources do you need to support recruitment?

What are effective strategies for ensuring language access in the program?

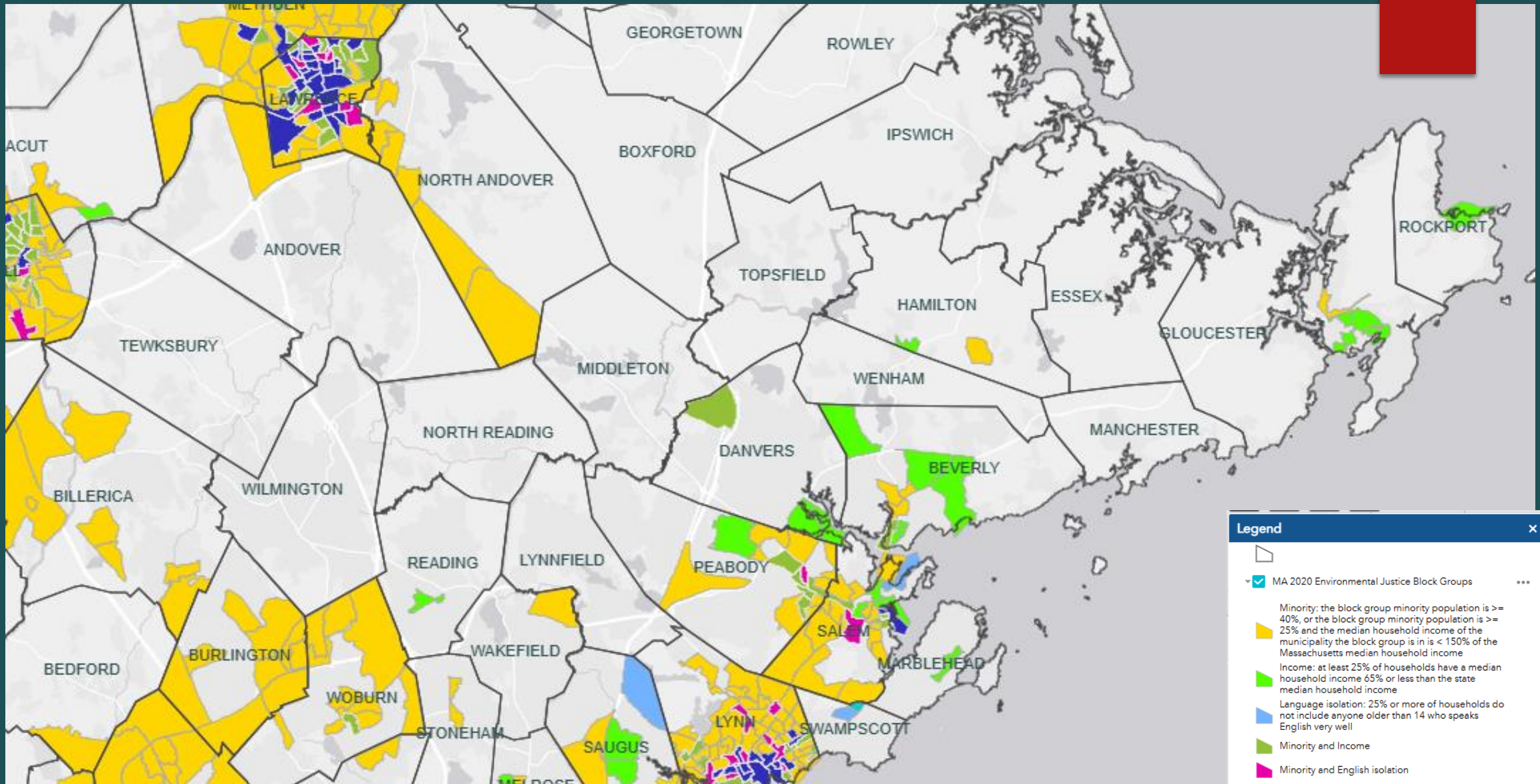
What potential challenges do you foresee with implementing this program? How do we plan for those solutions now?

# Next Steps

- ▶ Recruitment: **Starts Today** – Capacity to Enroll up to 24 individuals
- ▶ First Cohort: **Starting mid-May at Essex Tech**
- ▶ Take some promotional cards with you today! We will be sending you more in the mail.
- ▶ Have questions: Call or email Eliud Alcalá, Outreach & Marketing Coordinator, MASSHIRE - North Shore Career Center  
781-691-7414  
[ealcala@masshire-nscareers.org](mailto:ealcala@masshire-nscareers.org)
- ▶ Visit the program landing page for more information and a list of Frequently Asked Questions.



# Appendix



**Legend** ✕

MA 2020 Environmental Justice Block Groups ⋮

- Minority: the block group minority population is  $\geq 40\%$ , or the block group minority population is  $\geq 25\%$  and the median household income of the municipality the block group is in is  $< 150\%$  of the Massachusetts median household income
- Income: at least 25% of households have a median household income 65% or less than the state median household income
- Language isolation: 25% or more of households do not include anyone older than 14 who speaks English very well
- Minority and Income
- Minority and English isolation
- Income and English isolation
- Minority, Income and English isolation